

The Army School System – Directorate Human Resources Division Winter Newsletter

ERBs

Enlisted Record Briefs – I am seeing a number of exceptionally inaccurate ERBs. I cannot emphasize how important these documents are – they go before your promotion boards, they are a major factor in assignment considerations and they go forward with your awards. Yet, I see ERBs every week that are incomprehensibly bad. This document is your resume and tells boards, superiors, awards approval authorities where you have been and what you have done. If its messed up, your probably making a bad impression.

While the implementation of the ERB was horrible (I'll make no apologies here), it's the individual Soldiers responsibility to make sure his records are up to date and a good ERB scrub should be included in any records review. Its surprising how easy it is to keep this document up to date once you go through the trouble to get it completely right the first time. You can then make an appointment with the Ft. Monroe MILPO come TDY to Fort Monroe with all supporting documents. You will receive instant feedback in the form of a printed, hard-copy ERB.

The MPRJ will be eliminated for enlisted soldiers sometime during this summer. Soldiers will receive their MPRJs when they out-process Fort Monroe. So now is the time to get your ERB straight. Please review the following message pertaining to MPRJ elimination:

On 24 February 2004, the Army G1 office gave the Army Human Resources Command approval to proceed with measures to eliminate the MPRJ for AA enlisted Soldiers. The MPRJ will be phased out over a 12 month period commencing on 1 July 2004 and ending 30 June 2005. The DA Form 2-1 will be closed out and transmitted to EREC as a document for file on the OMPF.

The initial elimination of the DA Form 201 guidance disseminated in Milper Message 95-111 dated 23 May 1995, will serve as the general process and strategy to eliminate the MPRJ. Personnel offices will continue filing emergency documents, security clearance form, ERB, and documents for reenlistment locally. I will furnish personnel offices detailed instructions that are a by-product of the original milper message in the next couple of weeks.

There are three critical task to perform: (1) personnel offices were directed to stop filing OMPF documents in the MPRJ. This task requires records clerks to verify that duplicate OMPF documents filed in the MPRJ are indeed in the Soldier's OMPF. If the OMPF documents are filed in the OMPF the duplicate documents filed in the MPRJ will be returned to the individual

Soldier. The OMPF documents will be transmitted to EREC if they are not on the OMPF. (2) Select documents in the MPRJ were identified for removal and forwarding to the workcenter/functional user for filing and use (examples, the DA Form 268 and DD Form 1300). These documents are also designated as transfer documents that must move with the Soldier upon PCS. (3) 21 Documents were identified for removal from the MPRJ and given to the individual Soldier. However, the personnel office was cautioned to exercise care by first ensuring that the information contained in the forms/documents are accurately recorded on the ERB and eMilpo.

The paragraph above is a small sample of the information I will furnish to ensure that personnel offices can successfully phase out the MPRJ with minimal disruptions in their normal day to day operations. I will also provide instructions to promptly eliminate the current requirement to maintain the DA Form 2-1 and ERB.

Once again, this communications is for your information only in preparation for the MPRJ project referenced. Hopefully, I have reduced your anxieties by calming the waters.

Ken Washington
Mil Pers Records Functional Proponent
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Retirement Awards

I sent out a net call in January concerning retirement awards. The cold, hard truth is that most of our Soldiers will not receive LOMs. It has nothing to do with being in TASS but is more a factor of what you did prior to coming to TASS and the extreme difficulty in getting this award. The link below shows the awards trends over the last several years.

<https://www.perscomonline.army.mil/tagd/awards/historical.htm>

As you can see, LOMs are exceptionally hard to come back and the trend becomes more negative as you move down in rank. Rank is not a pre-requisite for this award but you have to demonstrate significant contributions to the Army – significant leadership positions for long periods of time and/or significant operational experience.

LOM narratives must be of an exceptional nature in order to pass through TASS-D with a positive recommendation from the Director. The narratives must justify a strong history of leadership and operational experience over the last 10 years. Staff actions, special projects and SOP revisions simply are not LOM worthy.

LOMs submissions must:

- show a consistent record of leadership, operational experience and significant contributions to the Army.
- be clean, free of grammatical/spelling errors and the narrative must be no more than two, double-spaced pages
- arrive at TASS-D NLT 70 days prior to the preferred presentation date. If it arrives after this date, it must be accompanied by a letter of lateness
- be accompanied by a clean ERB/ORB. If the narrative doesn't match data on these documents, it may add an element of doubt in the approving chain's minds so its important that these documents are current.

Fewer than 1 in 7 retiring MSGs and less than 50% of retiring LTCs receive this award. At TRADOC, this award goes through three general officers and is approved at the LTG level. The Director will only send LOMs submissions of a very high caliber forward with a positive recommendation so if your shooting for an LOM for one of your Soldiers its going to require some level of commitment to the process but all retirement awards deserve an extra level of care as you are recognizing a Soldier's dedication of at least twenty years time to his army and his country.

Letters of Lateness


As stated above, letters of lateness are required for all awards that arrive at TASSD within 70 days of the presentation date. There are many acceptable reasons for awards being late such as Soldier coming down late on assignment instructions, emergency leaves, etc. But in an era of cell phones, faxes and emails, FEDEX and UPS, normal TDY is probably not one of them.

We often receive the letters of lateness but much of the time, they appear a bit contrived – by which I mean, they attempt to cover up a recommender's lack of prior planning or failure to produce the award in a timely manner. Bottom line: if you failed to anticipate requirements, admit as much. Do not submit a letter of lateness which attempts to tap dance around a planning failure. The three general officers have 100+ years of federal service amongst them and will see through this and call the director up to the head shed to discuss this.

Title XI Cuts

HQ, TRADOC participated in a general officer level VTC on 01 Feb 05. This VTC was hosted by HQ, FORSCOM which is the Army's executive agent for the TXI program, to include TRADOC's TXIs. Participating headquarters were FORSCOM, TRADOC, 1st Army, 5th Army, United States Army Reserve Command, National Guard Bureau and US Army Pacific – all the stake holders.

The purpose of this VTC was for the stake holders to:

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1. confirm/acknowledge the depth of the cuts being directed by HQ, FORSCOM.
 2. outline the impact of the cuts on their respective programs.
 3. Identify mitigation options/resources needed to offset cuts.

FORSCOM will be recommending to HQDA a full 100% reduction of TXIs (303 slots) in TASS. We have 51 non-titled positions and we anticipate that most of these non-titled positions will remain at the Centers/Proponent Schools.

TRADOC presented two fundamental points. 1) Since program inception (1996), TRADOC TASS TXIs have enabled us to achieve and now maintain one training standard in the Army. 2) Standardization is accomplished by TRADOC TXI Soldiers certifying USAR/ARNG TASS instructors and accrediting TASS Battalions, sites and courses. USARC position was that TRADOC TXI program elimination was extreme risk to their Force Generation Model and GWOT. NGB position was that TRADOC TXI is great value to the standardization of training in the Army National Guard.

DCG FORSCOM stated that FORSCOM proposal will be staffed with HQ, TRADOC before submission to Department of the Army, a process that could take the remainder of the month of February. After this, the proposed cuts will be forwarded to HQDA for approval. At this time there is no timeline for decision/implementation.

Human Resources Command has directed us to tell our TXIs to “take a knee” on future assignments. In short, HRC will not discuss nor release soldiers for another assignment until a decision on cuts is reached by HQDA and the exact para/line cuts to authorization documents are made. Some soldiers who have significant time on station may come down on orders in the meantime as part of the normal assignment process.

Once the cuts are made, Soldiers can expect to come down on orders over a period of time, perhaps as long as a year but it could also be as little as 30 days (we’ve had several Soldiers come down on 30 day orders over the last year). But the amount of time on station will most likely be determined by the needs of the Army for your particular grade and skill. For those of you who recently arrived in the program, the soonest you could move would be 01 Oct 05 as the Army cannot move a Soldier twice in a FY.

This process could take some time. Its already taken much longer than any of us would have anticipated. We ask your patience and we understand the uncertainties and anxieties many of you are feeling – we understand the issues involved are significant and extremely personal in nature. HRC has stated that individual circumstances and time on station will be a factor when re-assigning

TXIs but keep in mind that our Nation and Army are at war and that these cuts are being implemented in order to get more Soldiers into the fight.

Dynamic Distribution System - DDS (Officers).

We are working our first quarter full-up DDS cycle now. To review DDS, there are now three assignment cycles:

1. Feb – May
2. Jun – Sep – we are planning for this cycle now.
3. Oct – Jan

In the good old days there were two assignment cycles, winter and summer, with 80% of officers moving in the summer to coincide with schools being out. Also, the Army used to cut RFOs 6-12 months out.

DDS and Unit Focused Stabilization changes all of this. Under Unit Focused Stabilization, you will have UAs and UEx entering stabilization every month of the year. Many institutional Army jobs will still change-over in the summer but we will see a migration of troop assignments away from the summer months over the next three years to a more even distribution of PCSs over the entire 12 month calendar. Also, with a four month assignment cycle, coupled with operational requirements, most officers will receive 90-120 days notice. Some may receive far less.

Each assignment cycle, I will receive a list of officers who have been identified as “donors” from TRADOC. I received my first donor list on 03 Feb 05. Those officers have been identified to as being available to move between 01 Jun 05 and 30 Sep 05. Your branch manager has a list of “recipient” units/positions he has to fill. Many branches are contacting these officers directly.

Donors and recipients are based upon the Chief of Staff of the Army’s manning guidance and the outcome of known non-discretionary moves (schools, retirements, completion of overseas tours etc). If your MACOM/unit is templated as being over-strength for your grade/branch at the end of this process, a by-name donor (probably the person(s) with the most time on station) will be identified. MACOMs/units that are understrength at the end of this process will be identified as recipients.

After this, each branch will identify discretionary moves (need to move to BQ an officer, EFMP, compassionate, Joint Domicile, etc). This will of course affect the model and new donors and recipients will be identified as necessary.

After this the final donor and recipient listing will be produced and the requisitions sent out to the various branches. If you have a unique situation, its

imperative to identify this to your branch early on in the process. Branch managers have much less wiggle room in the past to account for individual circumstances. Requirements for GWOT and transformation are generally non-negotiable and must be filled. Unfortunately, these two requirements are consuming a significant portion of the available officer pool.

Retirements

With the impending cuts, many of you have been asking about retirements. We are receiving a retirement a working day up here at HRD but are receiving a far greater number of inquiries. We are doing our best to expedite these requests. Please contact SSG Murray, he can provide examples of the paperwork necessary to submit a retirement request. These examples have been sent out already to all of the Senior TXIs but we will always resend upon request.

Remember, once you have fulfilled the minimum service obligation of 18 yrs 6 months, paperwork can be submitted one year out from your anticipated transition from the Army. Retirements should be submitted at least 12 months prior to your date of separation. Many of your questions can be answered at HRCs retirement websites.

For officers:

https://www.perscomonline.army.mil/opdistacc/RetSep/Ret_Sep.htm

The Army G-1 has an excellent website, non-grade specific:

<http://www.armyg1.army.mil/rso/mission.asp>

Remember to clear your TASS-D hand receipts with TASS-D supply, especially computers.

You are entitled to a retirement ceremony here at Ft. Monroe. These are held approximately once a quarter so coordinate early. It's a post wide ceremony, well attended, professional, great setting and a great way to end your Army career. You are also entitled to an American Flag that will be issued to you at your transition point. Lastly, those with 30 years service are entitled to a certificate signed by the President of the United States.






































One last note. When you submit your retirement, please initiate work on your retirement award with either your TASS Bn or Senior TXI. The year goes quicker than you think. We've had many Soldiers leave the Army without their awards completed due to a failure to communicate/plan.

Ensure you understand who is going to be your recommender. If you cannot get a clear understanding of who is going to recommend you for your retirement award, contact HRD at TASS-D and we will contact both parties and

mediate. Since the award covers your last 10 years of service, it is the retirees responsibility to provide information to the rater for this award and significantly assist the recommender with its writing.

UA/UEX Stand-Ups

Attached below is the UA/UEX Stand-Up schedule. Many of the assignments we have coming through conform to this schedule.

Divisions (UEx)	FY04  JUL04 SEP04	FY05  DEC04 SEP04	★ FY06  OCT05  OCT05  JUN06	FY07  NOV06  APR07  APR07
New Brigades (UAs)	 JUL04  SEP04  SEP04	 DEC04  JUL05  JUL05	 OCT05  NOV05  JAN06  JUN06	 JAN 07  APR 07  JUN 07  APR 07  AUG 07
Converting Brigades (UAs)	 JUL04  SEP04  SEP04  JUL04  SEP04  SEP04  JUL04  SEP04  SEP04	 DEC04  SEP05  SEP05  DEC04  SEP05  SEP05  DEC04  SEP05  SEP05	 OCT05  OCT05  JUN06  173 rd JUN06  JUN06  JUN06	 NOV06  APR07  APR07  NOV06  APR07  APR07  MAY07  APR07
Stryker		 APR- SBCT4	 DEC0 SBCT5	

There will be new brigades standing up in FY05. They are - at Ft. Bliss (4Bde, 1st Cav), Ft. Polk (4th Bde, 10th Mtn) and Ft. Richardson (4th Bde (Abn), 25th ID). The first two have already stood up – the Abn Bde in Alaska stands up in Jul 05.

For FY06, there will be 4th Bde, 4th ID in Oct 05 at Ft. Hood, 5th Bde, 25th ID in Nov 05 at Ft. Benning, 6th Bde, 25th ID in Jan 05 at Ft. Riley and the 4th Bde, 82d Abn in Jun 06 at Ft. Bragg.

Keep in mind that the converting Bdes will also have requirements – requirements over the coming year seem to be very heavy for Ft. Hood, Ft. Bliss, Alaska, Ft. Benning, Ft. Riley, Ft. Carson and Ft. Riley.

This is not to say that personnel getting cut from this program will be going to these assignments, its only a snap-shot of what the Army's priorities will be over the coming years.

MILPER MESSAGES

I've attached a number of MILPER messages that have come out over the last 90 days that affect our Soldiers. They are:

MILPER MESSAGE NUMBER : 04-305

AHRC-PLP-I

FY05 AVIATION CONTINUATION PAY (ACP) PROGRAM (NON-SPECIAL OPERATIONS AVIATORS)

Issued: [11/08/2004]

MILPER MESSAGE NUMBER : 04-306

AHRC-EPO-P

CHANGES TO ASSIGNMENT REPORT DATES FOR ENLISTED SOLDIERS

MILPER MESSAGE NUMBER : 04-304

AHRC-PLP-I

FY05 AVIATION CONTINUATION PAY (ACP) PROGRAM (SPECIAL OPERATIONS AVIATORS (SOAR))

MILPER MESSAGE NUMBER : 04-312

AHRC-OPD-A

DA OCS SELECTION BOARDS – YEAR 2005

MILPER MESSAGE NUMBER : 05-002

AHRC-MSP-E

PROMOTION ELIGIBILITY AND NCOES

MILPER MESSAGE NUMBER : 05-006

AHRC-EPO-P

**UPDATE TO ACTIVE ARMY (AA) STOP LOSS AND STOP MOVEMENT PROGRAM
(ENLISTED SOLDIER ACTIONS)**

MILPER MESSAGE NUMBER : 05-018

AHRC-PLO-T

PERMANENT CHANGE OF STATION (PCS) MOVEMENTS TO USAREUR (ONLY) UNITS IN GERMANY

MILPER MESSAGE NUMBER : 05-020

AHRC-EPT-TM

**PROCEDURAL GUIDANCE FOR PROMOTION ELIGIBILITY (SSG)
AND NCOES FOR DEPLOYED SOLDIERS**

MILPER MESSAGE NUMBER : 05-037

AHRC-EPR

**CRITICAL SKILLS RETENTION BONUS (CSRB) PROGRAM
(CORRECTED COPY)**

Issued: [02/04/2005]

MILPER MESSAGE NUMBER : 05-038

TAPC-MSP-O

PROMOTION NUMBERS FOR MAR 05

Issued: [02/04/2005]

**The complete messages are attached below and the link to the Army
MILPER site where you can see a complete list of all MILPERS is:**

<https://perscomnd04.army.mil/milpermsgs.nsf>

MILPER MESSAGE NUMBER : 04-305

AHRC-PLP-I

FY05 AVIATION CONTINUATION PAY (ACP) PROGRAM (NON-SPECIAL OPERATIONS AVIATORS)

Issued: [11/08/2004]

1. THIS MILPER MESSAGE EXPIRES NLT 1 OCT 2006.
2. THIS PROGRAM APPLIES TO ACTIVE ARMY ONLY.
3. TITLE 37, SECTION 301B, UNITED STATES CODE, PROVIDES LEGAL AUTHORITY FOR THIS PROGRAM.
4. THE ARMY IS AGAIN OFFERING THE ACP PROGRAM TO INCLUDE MOST AVIATION WARRANT OFFICER PRIMARY MILITARY OCCUPATIONAL SPECIALTIES IN FY05. THE PURPOSE OF THIS MANAGEMENT PROGRAM IS TO STABILIZE THE WARRANT OFFICER ACTIVE DUTY AVIATION INVENTORY IN SPECIFIC YEAR GROUPS BY ENCOURAGING THEM TO EXTEND THEIR ACTIVE DUTY SERVICE OBLIGATIONS (ADSO). THOSE OFFICERS WHO ACCEPT THE TERMS OF THE PROGRAM WILL RECEIVE ANNUAL PAYMENTS OF \$12,000 FOR EACH WHOLE YEAR OF INCURRED ADSO. THE ACP AGREEMENT CONTRACT WILL BE FOR THREE YEARS. THERE IS NO GUARANTEE THAT THE ARMY WILL OFFER THE ACP PROGRAM IN THE FUTURE TO PERSONNEL NOT ELIGIBLE THIS YEAR. IF THE ARMY DOES OFFER A PROGRAM IN THE FUTURE, THE ELIGIBILITY CRITERIA AND PROVISIONS OF THAT PROGRAM MAY CHANGE. AVIATION WARRANT OFFICERS FALLING INTO THE ELIGIBILITY WINDOW BETWEEN 1 OCTOBER 2004 AND 30 SEPTEMBER 2005 MAY BE ELIGIBLE FOR ENROLLMENT INTO THE ACP PROGRAM IF THEY ENTER INTO A VALID AGREEMENT PRIOR TO PROGRAM AND OFFICER ELIGIBILITY END DATES. AGREEMENTS POSTMARKED AFTER THE PROGRAM END DATE OR OFFICER ELIGIBILITY END DATES WILL NOT BE CONSIDERED. ALL OFFICERS ACCEPTING BONUS OFFERS WILL BE REQUIRED TO ACCEPT AN ADSO OF 3 YEARS. AGREEMENTS WILL NOT BE OTHER THAN 3 YEARS. ELIGIBILITY WINDOWS REQUIREMENTS INCLUDE:
 - A. QUALIFIED WARRANT OFFICER AVAITORS WHO HAVE COMPLETED THEIR 7TH YEAR OF RATED AVIATION SERVICE BUT HAVE NOT YET COMPLETED THEIR 10TH YEAR OF RATED AVIATION SERVICE. THESE ELIGIBLE OFFICERS WILL HAVE A DATE OF INITIAL AERONAUTICAL RATING (DTIAR) INCLUSIVE DATES 01 OCT 1994 THROUGH 30 SEP 1997.
5. BASIC ELIGIBILITY REQUIREMENTS. IN ORDER TO RECEIVE ACP, OFFICERS MUST MEET THE FOLLOWING NON-WAIVERABLE CRITERIA DURING THE EFFECTIVE DATES OF THE FY05 ACP PROGRAM (01 OCT 2004 – 30 SEP 2005).
 - A. ENTITLED TO AVIATION CAREER INCENTIVE PAY (ACIP).
 - B. SERVE IN GRADES WO1 (WITH PRIOR COMMISSIONED SERVICE), CW2, CW3, AND CW4.
 - C. AVIATION OFFICERS WITH PRIMARY MILITARY OCCUPATIONAL SPECIALTY 152C, 152D, 152F/H, 153D, 153E, 154C, 154E, 155A/D/E/F/G. ALL OTHER COMMUNITIES ARE EXCLUDED.

D. QUALIFIED TO PERFORM OPERATIONAL FLYING DUTY. THIS REQUIREMENT DOES NOT EXCLUDE PERSONNEL WHO ARE TEMPORARILY SUSPENDED FROM PERFORMING AVIATION DUTIES DUE TO A MEDICAL DISQUALIFICATION, WHICH IS NOT EXPECTED TO RESULT IN TERMINATION FROM AVIATION SERVICE.

E. BE ASSIGNED TO A VALID FLYING POSITION AND REMAIN IN A VALID FLYING POSITION FOR THE ENTIRE THREE YEAR PERIOD OF THE AGREEMENT. EXCLUSIVE OF TRANSITION TIME DUE TO PCS, DEGREE COMPLETION PROGRAM (DCP), LEADER DEVELOPMENT SCHOOLING, OR TIME SPENT AS AN INSTRUCTOR IN THE WARRANT OFFICER CANDIDATE SCHOOL).

F. HAVE COMPLETED ANY ACTIVE DUTY SERVICE OBLIGATION INCURRED FROM ATTENDANCE AT INITIAL ENTRY ROTARY WING TRAINING OR ANY OTHER SERVICES' UNDERGRADUATE AVIATOR TRAINING PROGRAM (SIX YEARS FROM DATE OF INITIAL AVIATOR RATING).

G. AGREE TO REMAIN ON ACTIVE DUTY TO COMPLETE THE ACTIVE DUTY SERVICE OBLIGATION INCURRED BY ACCEPTING THE TERMS OF THE ACP PROGRAM AGREEMENT.

6. INELIGIBLE CATEGORIES:

A. OFFICERS WITH A 152B, 152G, 153A, OR 153B PRIMARY MILITARY OCCUPATIONAL SPECIALTY.

B. STUDENT PILOTS IN AN AIRCRAFT QUALIFICATION TRAINING COURSE, WHICH UPON GRADUATION WOULD LEAD TO ACP ELIGIBILITY WHEN THE OFFICER WAS PREVIOUSLY INELIGIBLE, ARE NOT ELIGIBLE FOR ACP UNTIL THEY MEET ALL PARAGRAPH 5 REQUIREMENTS OFFICERS MUST MEET THESE REQUIREMENTS PRIOR TO THE PROGRAM END DATE AND THEIR ELIGIBILITY END DATE IN ORDER TO BE CONSIDERED.

C. OFFICERS WHO HAVE TWICE FAILED SELECTION TO THE NEXT HIGHER GRADE.

D. OFFICERS WHO HAVE PREVIOUSLY ENTERED INTO AN ACP AGREEMENT AND ARE STILL RECEIVING PAYMENTS UNDER THAT AGREEMENT OR ARE UNDER AN ADSO FROM THAT AGREEMENT.

7. PAYMENT PROVISIONS:

A. THE ACP AGREEMENT LENGTH WILL BE THREE YEARS.

B. AVIATORS WILL BE PAID AN ANNUAL INSTALLMENT OF \$12,000 FOR EACH FULL YEAR OF ADSO AND A FINAL LUMP SUM PAYMENT EQUAL TO \$1,000 PER WHOLE MONTH FOR THE RESIDUAL MONTHS OF ADSO REMAINING AS OF THE LAST PROGRAMMED INSTALLMENT DATE.

C. OFFICERS EXECUTING ACP AGREEMENTS WILL CONTINUE TO RECEIVE FULL ACIP.

D. IN ORDER TO CONTINUE RECEIVING ACP PAYMENTS THROUGHOUT THE FULL TERM OF THE CONTRACTUAL PERIOD, OFFICERS EXECUTING ACP AGREEMENTS MUST MAINTAIN ELIGIBILITY PER PARA 5 ABOVE. INABILITY TO MAINTAIN ELIGIBILITY WILL RESULT IN TERMINATION OF ENTITLEMENT TO ACP PAYMENTS. UNEARNED PORTIONS OF PREPAID ACP WILL BE RECOUPED. THE AMOUNT DUE WILL BE CALCULATED FROM

THE DATE THE OFFICER BECAME INELIGIBLE TO RECEIVE ACP.

E. ELIGIBLE OFFICERS MAY MEET CERTAIN COMBAT ZONE TAX EXEMPTIONS CRITERIA. THE DEFENSE FINANCE AND ACCOUNTING SYSTEM (DFAS) WILL BE THE AGENCY THAT DETERMINES THE TAX EXEMPT STATUS OF THE ACP AGREEMENT. DIRECT ALL INQUIRIES TO YOUR LOCAL FINANCE OFFICE.

8. REPAYMENT PROVISIONS.

A. A RECOUPMENT OF SUMS PAID UNDER THE ACP PROGRAM SHALL BE REQUIRED ON A PRO-RATA BASIS WHENEVER THE OFFICER FAILS TO MAINTAIN ELIGIBILITY FOR CONTINUATION PAY OR FAILS TO COMPLETE THE FULL CONTRACTUAL PERIOD OF ADDITIONAL OBLIGATED MILITARY SERVICE, EXCEPT AS SPECIFIED IN 8B BELOW.

B. IF AN OFFICER IS UNABLE TO MAINTAIN ELIGIBILITY FOR AVIATION CONTINUATION PAY OR IS UNABLE TO COMPLETE THE FULL CONTRACTUAL PERIOD OF ADDITIONAL OBLIGATED MILITARY SERVICE FOR ANY OF THE FOLLOWING REASONS, RECOUPMENT SHALL NOT BE REQUIRED.

(1). SEPARATION FROM MILITARY SERVICE BY OPERATION OF LAWS, OR BY OPERATION OF MILITARY SERVICE OR DOD POLICY.

(2). DEATH OR A DISABILITY THAT RESULTS IN TERMINATION FROM AVIATION SERVICE, WHICH IS NOT THE RESULT OF MISCONDUCT, WILLFUL NEGLECT, AND DID NOT OCCUR DURING A PERIOD OF UNAUTHORIZED ABSENCE.

9. PROCEDURES:

A. ELIGIBLE OFFICERS AND OFFICERS WHO WILL BECOME ELIGIBLE FOR THE FY05 PROGRAM WITHIN THE PROGRAM WINDOW (01 OCT 04 - 30 SEP 05) MAY APPLY. OFFICERS INTERESTED IN APPLYING FOR THE FY05 ACP PROGRAM WILL SUBMIT A DA FORM 4187, PERSONNEL ACTION REQUEST TO THE INCENTIVE PAY BRANCH, ARMY HUMAN RESOURCES COMMAND. AS A MINIMUM A COPY OF THEIR AVIATION SERVICE ORDER(S) AWARDED THEM ENTITLEMENT TO AVIATION CAREER INCENTIVE PAY (ACIP) AND ORDERS AWARDED THEM THE DESIGNATION OF ARMY AVIATOR (DTIAR) MUST BE SUBMITTED. THE DA FORM 4187 MUST BE COMPLETED AS FOLLOWS:

(1) BLOCK 1 - THRU BN, SQDN, OR BDE COMMANDERS NAME AND UNIT ADDRESS.

(2) BLOCK 2 - TO US ARMY HUMAN RESOURCES COMMAND (AHRC), INCENTIVE PAY BRANCH, ATTN: AHRC-PLP-I (FY05 ACP), 200 STOVALL STREET, ALEXANDRIA, VA 22332.

(3) BLOCK 3 - INDIVIDUALS UNIT OR HOME ADDRESS, TELEPHONE NUMBER, AND EMAIL ADDRESS (NORMALLY AKA ACCOUNT). IF THERE IS NOT ENOUGH SPACE IN BLOCK 3, USE THE REMARKS SECTION OF THE 4187 FOR THE REMAINDER OF THE INFORMATION.

(4) BLOCK 4 THRU 6 - REQUESTOR'S DATA.

(5) BLOCK 7 - SKIP.

(6) BLOCK 8 - CHECK "OTHER" AND SPECIFY "ACP ENROLLMENT".

(7) BLOCK 9 AND 10 - COMPLETED BY REQUESTOR.

(8) SECTION IV - REMARKS MUST INCLUDE THE FOLLOWING STATEMENT: "I (HAVE / HAVE NOT) HAD A BREAK IN SERVICE SINCE ATTENDING IERW OR COMPARABLE

SISTER SERVICE UNDERGRADUATE FLIGHT TRAINING COURSE." OFFICERS WHO HAVE HAD A BREAK IN SERVICE MUST ATTACH A COPY OF THE DD FORM 214 CORRESPONDING TO EACH BREAK IN SERVICE AND A DETAILED CHRONOLOGY OF YOUR MILITARY SERVICE FROM FLIGHT SCHOOL TO PRESENT. THIS CHRONOLOGY MUST INCLUDE DATES ON ACTIVE DUTY, DATES IN THE NATIONAL GUARD OR SELECTED RESERVE (TPU, AGR, IMA), AND DATES SERVED IN THE INDIVIDUAL READY RESERVE.

(9) BLOCK 11 - THE COMMANDER DESIGNATED IN BLOCK 1 OF THE FORM SHOULD SELECT EITHER "RECOMMEND APPROVAL" OR "RECOMMEND DISAPPROVAL".

(10) BLOCK 12 THRU 14 - COMPLETED BY THE COMMANDER DESIGNATED IN BLOCK 1.

B. REQUEST MAY BE SUBMITTED ELECTRONICALLY VIA EMAIL TO:

FY05ACP@HOFFMAN.ARMY.MIL. UPON RECEIPT OF THE PERSONNEL ACTION REQUEST AND OTHER REQUIRED DOCUMENTS, INCENTIVE PAY BRANCH WILL VERIFY THE OFFICER'S ELIGIBILITY AND WILL EMAIL (IF EMAIL ADDRESS WAS PROVIDED) OR MAIL AN FY05 ACP AGREEMENT TO THE OFFICER. IF THE APPLICANT HAS HAD A BREAK IN MILITARY SERVICE OR AVIATION SERVICE, INCENTIVE PAY BRANCH WILL DETERMINE THE NUMBER OF CREDIBLE MONTHS OF AVIATION SERVICE. THIS DATA WILL BE USED TO DETERMINE ACTIVE DUTY SERVICE OBLIGATION AND THE BONUS END DATE.

C. UPON RECEIPT OF THE DRAFT AGREEMENT THE ELIGIBLE OFFICERS MUST REVIEW THE AGREEMENT, SIGN THE AGREEMENT AND INDICATE WHETHER THEY ACCEPT OR DECLINE THE BONUS AND THE CORRESPONDING ACTIVE DUTY SERVICE OBLIGATION. BATTALION AND BRIGADE COMMANDERS, AT GRADE 05/06 WILL VERIFY THAT THE REQUESTING OFFICER THOROUGHLY UNDERSTANDS THE TERMS OF THE AGREEMENT AND WILL VERIFY THE DATE OF THE ELIGIBLE OFFICER'S SIGNATURE.

D. OFFICERS WHO ACCEPT THE AGREEMENT MUST SEND THE COMPLETED ORIGINAL SIGNED AGREEMENT TO THE INCENTIVE PAY BRANCH POST-MARKED PRIOR TO THE END OF THE PROGRAM WINDOW AND PRIOR TO THE END OF THE OFFICER'S ELIGIBILITY WINDOW IN ORDER TO MAKE THE AGREEMENT VALID. FAILURE TO COMPLETE AND POST MARK THE AGREEMENT DURING THE PROGRAM WINDOW (01 OCT 04 THRU 30 SEP 05) WILL RESULT IN FORFEITURE OF BONUS ELIGIBILITY FOR FY05.

E. UPON RECEIPT OF A VALID AGREEMENT, INCENTIVE PAY BRANCH WILL INPUT THE INITIAL PAY TRANSACTION FOR OFFICERS PARTICIPATING IN THEIR INITIAL ACP AGREEMENT. AVIATORS PARTICIPATING IN THEIR SECOND CONTRACT WILL HAVE THEIR PAY TRANSACTION PROCESSED BY DFAS. INCENTIVE PAY BRANCH WILL SUBMIT TO DFAS-IN NECESSARY DOCUMENTATION TO ASSIST IN THE ACP PAYMENT BY DFAS. DFAS WILL MAKE PAYMENTS VIA ELECTRONIC FUNDS TRANSFER TO THE RECIPIENT'S BANK ACCOUNT.

F. AHRC WILL INPUT THE INITIAL PAY TRANSACTIONS AS EXPEDITIOUSLY AS POSSIBLE. REGARDLESS OF WHEN THE PAYMENT IS RECEIVED, THE OFFICER IS NOT ENTITLED TO AND WILL NOT RECEIVE INTEREST IN ADDITION TO THE PAYMENT. OFFICERS CAN EXPECT (BUT ARE NOT GUARANTEED) TO RECEIVE:

(1) THE INITIAL BONUS PAYMENT THE MONTH FOLLOWING THE DATE AHRC RECEIVES THE COMPLETED AGREEMENT.

(2) ANNUAL PAYMENTS ON THE ANNIVERSARY OF THE AGREEMENT EFFECTIVE DATE.

G. THE EFFECTIVE DATE OF THE AGREEMENT IS THE DATE THE OFFICER SIGNS THE

AGREEMENT ACCEPTING THE ADSO SPECIFIED OR THE ELIGIBILITY DATE STATED ON THE AGREEMENT, WHICHEVER IS LATER.

10. ACTIVE DUTY SERVICE OBLIGATION (ADSO): OFFICERS WHO ACCEPT THE BONUS INCUR AN ADSO IN THE ARMY. THE ADSO IS NOT TRANSFERABLE TO OTHER BRANCHES OF SERVICE. RETIREMENT OR SEPARATION PRIOR TO COMPLETION OF THE ACP ADSO REQUIRES APPROVAL BY THE AHRC CG. THE DECISION WILL BE MADE BASED ON ARMY NEEDS AND WILL NOT BE INFLUENCED BY AN OFFER TO REPAY THE BONUS.

A. IF AN OFFICER SIGNS THE ACP AGREEMENT TO ACCEPT THE BONUS AND LATER REQUESTS RELEASE FROM THE AGREEMENT, THE FOLLOWING RULES APPLY:

(1) IF AN OFFICER REQUESTS RELEASE FROM THE AGREEMENT BEFORE THE PAY TRANSACTION IS ENTERED INTO THE PAY SYSTEM, THE OFFICER CAN WITHDRAW FROM THE ACP AGREEMENT BY NOTIFYING THE INCENTIVE PAY BRANCH OF INTENT TO DECLINE AND SIGNING REQUIRED DOCUMENTS REFLECTING DECISION TO DECLINE THE BONUS.

(2) ONCE THE FIRST PAYMENT IS RECEIVED, AN OFFICER SEEKING RELEASE FROM THE ACP AGREEMENT MUST SUBMIT A WRITTEN REQUEST WITH FULL JUSTIFICATION THROUGH THEIR CHAIN OF COMMAND TO CDR, US ARMY HUMAN RESOURCES COMMAND, ATTN: AHRC-PLP-I, 200 STOVALL STREET, ALEXANDRIA, VA 22332. THE REQUEST WILL BE COORDINATED WITH WARRANT OFFICER DIVISION AND SUBMITTED TO THE APPROVAL AUTHORITY (CG, AHRC).

B. ACCEPTING ACP AND INCURRING AN ACP ADSO DOES NOT GUARANTEE THAT THE OFFICER WILL BE ALLOWED TO CONTINUE SERVICE ON ACTIVE DUTY TO COMPLETE THE ACP ADSO. IF AN OFFICER IS PASSED OVER FOR PROMOTION ONCE, THEIR ACP ADSO REMAINS IN EFFECT. IF AN OFFICER WHO HAS RECEIVED THE BONUS IS TWICE PASSED OVER FOR PROMOTION, THE FOLLOWING RULES APPLY:

(1) IF AN OFFICER IS NOT SELECTED FOR SELCON OR IS OFFERED SELCON AND DECLINES, THEIR BONUS WILL TERMINATE THE DAY THEY ARE RELEASED FROM ACTIVE DUTY. PARAGRAPH 10A (2) DOES NOT APPLY IN THIS SITUATION. INCENTIVE PAY BRANCH, IN COORDINATION WITH WARRANT OFFICER ASSIGNMENTS BRANCH, WILL MAKE EVERY EFFORT NOT TO PREPAY BONUS MONEY TO OFFICERS IN THIS CATEGORY.

(2) IF AN OFFICER ACCEPTS SELCON STATUS, THEIR BONUS WILL CONTINUE, AS LONG AS THEY ARE OTHERWISE ELIGIBLE, UNTIL THE END OF THE SELCON PERIOD. PARAGRAPH 10A (2) DOES APPLY IN THIS SITUATION.

C. IF AN OFFICER INTENTIONALLY FAILS, AS DETERMINED BY THE UNIT IN COORDINATION WITH AHRC, TO MEET THE ELIGIBILITY REQUIREMENTS OF PARA 5 FOR THE SOLE PURPOSE OF AVOIDING THEIR ACP ADSO, THEIR ADSO WILL NOT BE TERMINATED EVEN IF THEY ARE NO LONGER ELIGIBLE TO RECEIVE THE BONUS PAYMENTS.

11. THIS PROGRAM IS NOT APPLICABLE TO THE ARMY RESERVE (USAR) OR NATIONAL GUARD (NG). MOBILIZED RESERVISTS ARE NOT ELIGIBLE FOR THIS PROGRAM.

12. THIS MSG, AN EXAMPLE OF A COMPLETED DA FORM 4187, AND EXAMPLES OF REQUIRED APPLICATION DOCUMENTS ARE DISPLAYED ON PERSCOM ONLINE AT <https://www.perscomonline.army.mil/OPWOD/ACP.HTM>. OFFICERS WHO DO NOT HAVE

ACCESS TO THIS WEBSITE MAY REQUEST EXAMPLES BY CONTACTING THE MESSAGE POCS.

13. POC FOR THIS MESSAGE (AHRC-PLP-I): ROBERT WOODMAN, GS12, HUMAN RESOURCES SPECIALIST, DSN 221-8375, COMM: 703-325-8374, EMAIL: WOODMAN.ROBERT@HOFFMAN.ARMY.MIL ; OR MAJ THOMAS BAYER, CHIEF, INCENTIVE PAY BRANCH, DSN: 221-5098, COMM: 703-325-5098, EMAIL: THOMAS.BAYER@HOFFMAN.ARMY.MIL, OR QUESTIONS CAN BE ADDRESSED TO THE FY 05 PROGRAM EMAIL: FY05ACP@HOFFMAN.ARMY.MIL

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MILPER MESSAGE NUMBER : 04-306
AHRC-EPO-P
CHANGES TO ASSIGNMENT REPORT DATES FOR ENLISTED
SOLDIERS
Issued: [11/09/2004]

A. AR 614-200, ENLISTED ASSIGNMENTS AND UTILIZATION MANAGEMENT

B. AR 614-30, OVERSEAS SERVICE

C. AR 600-8-10, LEAVES AND PASSES

D. ENLISTED DISTRIBUTION ASSIGNMENT SYSTEM (EDAS)

E. MILPER MESSAGE 03-094, SUBJECT: REPORT DATES FOR ENLISTED PERSONNEL ON ASSIGNMENT TO KOREA, ISSUED 10 FEB 03

1. PLEASE ENSURE THIS MESSAGE IS PASSED TO ALL PSB COMMANDERS, MPD CHIEFS, INSTALLATION G1/AG, PERGROUP COMMANDERS AND MACOM AG.

2. THE PURPOSE OF THIS MESSAGE IS TO ANNOUNCE A CHANGE TO THE ESTABLISHED REPORT DATE FOR ENLISTED SOLDIERS ON ASSIGNMENT INSTRUCTIONS. THIS CHANGE WILL NOT AFFECT SOLDIERS BEING REASSIGNED FROM INITIAL ENTRY TRAINING (IET) OR SOLDIERS ON ASSIGNMENT INSTRUCTION TO KOREA. SOLDIERS ON ASSIGNMENT INSTRUCTION TO KOREA WILL HAVE REPORT DATES ESTABLISHED IN ACCORDANCE WITH REF D ABOVE.

3. BEGINNING 1 DEC 04, ENLISTED ASSIGNMENT INSTRUCTIONS ISSUED BY HRC (EXCLUDING KOREA AND IET ASSIGNMENTS) WILL HAVE REPORT DATES ESTABLISHED AS THE 10TH DAY OF THE ASSIGNMENT INSTRUCTION (AI) REPORTING MONTH (ORDTGC).

4. WHEN CALCULATING THE TIME THE SOLDIER MUST EXTEND OR REENLIST TO MEET THE SERVICE REMAINING REQUIREMENT, USE THE 10TH DAY OF THE AI REPORTING MONTH (ORDTGC).

5. IAW REF D. COMMANDERS ARE NOT AUTHORIZED TO GRANT LEAVE OR PERMISSIVE TDY THAT WOULD CHANGE A SOLDIER'S PCS ARRIVAL DATE OR ARRIVAL MONTH WITHOUT PRIOR APPROVAL FROM HRC.

6. THE POC FOR THIS MESSAGE IS MRS. LISA ADCOCK-DODD, (703) 325-2738 (DSN 221).

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MILPER MESSAGE NUMBER : 04-304
AHRC-PLP-I
FY05 AVIATION CONTINUATION PAY (ACP) PROGRAM (SPECIAL
OPERATIONS AVIATORS (SOAR))

Issued: [11/08/2004]

1. THIS MILPER MESSAGE EXPIRES NLT 1 OCT 2006.
2. THIS PROGRAM APPLIES TO ACTIVE ARMY ONLY.
3. TITLE 37, SECTION 301B, UNITED STATES CODE, PROVIDES LEGAL AUTHORITY FOR THIS PROGRAM.
4. THE ARMY IS AGAIN OFFERING THE ACP PROGRAM TO INCLUDE MOST AVIATION WARRANT OFFICER PRIMARY MILITARY OCCUPATIONAL SPECIALTIES IN FY05. THE PURPOSE OF THIS MANAGEMENT PROGRAM IS TO STABILIZE THE SOAR WARRANT OFFICER ACTIVE DUTY AVIATION INVENTORY BY ENCOURAGING THEM TO EXTEND THEIR ACTIVE DUTY SERVICE OBLIGATIONS (ADSO). THOSE OFFICERS WHO ACCEPT THE TERMS OF THE PROGRAM WILL RECEIVE ANNUAL PAYMENTS OF \$12,000 FOR EACH WHOLE YEAR OF INCURRED ADSO. THE ACP AGREEMENT CONTRACT WILL BE FOR FOUR YEARS. THE CONTRACT WILL NOT EXTEND PAST THE 24TH YEAR OF ARMY AVIATOR SERVICE. THERE IS NO GUARANTEE THAT THE ARMY WILL OFFER THE ACP PROGRAM IN THE FUTURE TO PERSONNEL NOT ELIGIBLE THIS YEAR. IF THE ARMY DOES OFFER A PROGRAM IN THE FUTURE, THE ELIGIBILITY CRITERIA AND PROVISIONS OF THAT PROGRAM MAY CHANGE. AVIATION WARRANT OFFICERS FALLING INTO THE ELIGIBILITY WINDOW BETWEEN 1 OCTOBER 2004 AND 30 SEPTEMBER 2005 MAY BE ELIGIBLE FOR ENROLLMENT INTO THE ACP PROGRAM IF THEY ENTER INTO A VALID AGREEMENT PRIOR TO PROGRAM END DATE AND OFFICER ELIGIBILITY END DATE. AGREEMENTS POSTMARKED AFTER THE PROGRAM OR OFFICER ELIGIBILITY END DATES WILL NOT BE CONSIDERED. ALL OFFICERS

ACCEPTING BONUS OFFERS WILL BE REQUIRED TO ACCEPT AN ADSO OF 4 YEARS OR UNTIL THE END OF THE 24TH YEAR OF AVIATOR SERVICE. ELIGIBILITY WINDOWS REQUIREMENTS INCLUDE:

A. QUALIFIED WARRANT OFFICER AVIATORS WHO HAVE COMPLETED THEIR 6TH YEAR OF RATED AVIATION SERVICE BUT HAVE NOT YET COMPLETED THEIR 24TH YEAR OF RATED AVIATION SERVICE. THESE ELIGIBLE OFFICERS WILL HAVE A DATE OF INITIAL AERONAUTICAL RATING (DTIAR) INCLUSIVE DATES 01 OCT 1980 THROUGH 30 SEP 1999.

B. QUALIFIED SPECIAL OPERATIONS WARRANT OFFICER AVIATORS WHO HOLD A K4, K5 OR K6 IDENTIFIER.

5. BASIC ELIGIBILITY REQUIREMENTS. IN ORDER TO RECEIVE ACP, OFFICERS MUST MEET THE FOLLOWING NON-WAIVERABLE CRITERIA DURING THE EFFECTIVE DATES OF THE FY05 ACP PROGRAM (01 OCT 2004 – 30 SEP 2005).

A. ENTITLED TO AVIATION CAREER INCENTIVE PAY (ACIP).

B. SERVE IN GRADES WO1 (WITH PRIOR COMMISSIONED SERVICE), CW2, CW3, CW4, AND CW5.

C. AVIATION OFFICERS WITH PRIMARY MILITARY OCCUPATIONAL SPECIALTY 152C, 152D, 152F/H, 153D, 153E, 154C, 154E, 155A/D/E/F/G. ALL OTHER COMMUNITIES ARE EXCLUDED.

D. QUALIFIED TO PERFORM OPERATIONAL FLYING DUTY. THIS REQUIREMENT DOES NOT EXCLUDE PERSONNEL WHO ARE TEMPORARILY SUSPENDED FROM PERFORMING AVIATION DUTIES DUE TO A MEDICAL DISQUALIFICATION, WHICH IS NOT EXPECTED TO RESULT IN TERMINATION FROM AVIATION SERVICE.

E. BE ASSIGNED TO A VALID FLYING POSITION AND REMAIN IN A VALID FLYING POSITION FOR THE ENTIRE PERIOD OF THE SOAR AGREEMENT. EXCLUSIVE OF TRANSITION TIME DUE TO PCS, DEGREE COMPLETION PROGRAM (DCP), LEADER DEVELOPMENT SCHOOLING, OR TIME SPENT AS AN INSTRUCTOR IN THE WARRANT OFFICER CANDIDATE SCHOOL.

F. HAVE COMPLETED ANY ACTIVE DUTY SERVICE OBLIGATION INCURRED FROM ATTENDANCE AT INITIAL ENTRY ROTARY WING TRAINING OR ANY OTHER SERVICES' UNDERGRADUATE AVIATOR TRAINING PROGRAM (SIX YEARS FROM DATE OF INITIAL AVIATOR RATING).

G. AGREE TO REMAIN ON ACTIVE DUTY TO COMPLETE THE ACTIVE DUTY SERVICE OBLIGATION INCURRED BY ACCEPTING THE TERMS OF THE ACP PROGRAM AGREEMENT.

H. AGREE TO REMAIN ASSIGNED TO A SOAR RELATED ORGANIZATION FOR THE ENTIRE PERIOD OF THE SOAR AGREEMENT.

I. FOR PERSONNEL ASSIGNED TO THE 160TH SOAR, ELIGIBILITY BEGINS WHEN TRAINING IS COMPLETED WITH THE GREEN PLATOON. 160TH REGIMENTAL HQ WILL VERIFY BEGINNING OF ELIGIBILITY.

6. INELIGIBLE CATEGORIES:

A. OFFICERS WITH A 152B, 152G, 153A, OR 153B PRIMARY MILITARY OCCUPATIONAL SPECIALTY.

B. STUDENT PILOTS IN AN AIRCRAFT QUALIFICATION TRAINING COURSE, WHICH UPON GRADUATION WOULD LEAD TO ACP ELIGIBILITY WHEN THE OFFICER WAS PREVIOUSLY INELIGIBLE, ARE NOT ELIGIBLE FOR ACP UNTIL THEY MEET ALL PARAGRAPH 5 REQUIREMENTS OFFICERS MUST MEET THESE REQUIREMENTS PRIOR TO THE PROGRAM END DATE AND THEIR ELIGIBILITY END DATE IN ORDER TO BE CONSIDERED.

C. OFFICERS WHO HAVE TWICE FAILED SELECTION TO THE NEXT HIGHER GRADE.

D. OFFICERS WHO HAVE PREVIOUSLY ENTERED INTO AN ACP AGREEMENT AND ARE STILL RECEIVING PAYMENTS UNDER THAT AGREEMENT OR ARE UNDER AN ADSO FROM THAT AGREEMENT.

7. PAYMENT PROVISIONS:

A. THE ACP AGREEMENT LENGTH WILL BE FOUR YEARS NOT TO EXCEED THE COMPLETION OF 25 YEARS OF AVIATOR SERVICE.

B. AVIATORS WILL BE PAID AN ANNUAL INSTALLMENT OF \$12,000 FOR EACH FULL YEAR OF ADSO AND A FINAL LUMP SUM PAYMENT EQUAL TO \$1,000 PER WHOLE MONTH FOR THE RESIDUAL MONTHS OF ADSO REMAINING AS OF THE LAST PROGRAMMED INSTALLMENT DATE.

C. OFFICERS EXECUTING ACP AGREEMENTS WILL CONTINUE TO RECEIVE FULL ACIP.

D. IN ORDER TO CONTINUE RECEIVING ACP PAYMENTS THROUGHOUT THE FULL TERM OF THE CONTRACTUAL PERIOD, OFFICERS EXECUTING ACP AGREEMENTS MUST MAINTAIN ELIGIBILITY PER PARA. 5 ABOVE. INABILITY TO MAINTAIN ELIGIBILITY WILL RESULT IN TERMINATION OF ENTITLEMENT TO ACP PAYMENTS. UNEARNED PORTIONS OF PREPAID ACP WILL BE RECOUPED. THE AMOUNT DUE WILL BE CALCULATED FROM THE DATE THE OFFICER BECAME INELIGIBLE TO RECEIVE ACP.

E. ELIGIBLE OFFICERS MAY MEET CERTAIN COMBAT ZONE TAX EXEMPTIONS CRITERIA. THE DEFENSE FINANCE AND ACCOUNTING SYSTEM (DFAS) WILL BE THE AGENCY THAT DETERMINES THE TAX EXEMPT STATUS OF THE ACP AGREEMENT. DIRECT ALL INQUIRIES TO YOUR LOCAL FINANCE OFFICE.

8. REPAYMENT PROVISIONS.

A. A RECOUPMENT OF SUMS PAID UNDER THE ACP PROGRAM SHALL BE REQUIRED ON A PRO-RATA BASIS WHENEVER THE OFFICER FAILS TO MAINTAIN ELIGIBILITY FOR CONTINUATION PAY OR FAILS TO COMPLETE THE FULL CONTRACTUAL PERIOD OF ADDITIONAL OBLIGATED MILITARY SERVICE, EXCEPT AS SPECIFIED IN 8B BELOW.

B. IF AN OFFICER IS UNABLE TO MAINTAIN ELIGIBILITY FOR AVIATION CONTINUATION PAY OR IS UNABLE TO COMPLETE THE FULL CONTRACTUAL PERIOD OF ADDITIONAL OBLIGATED MILITARY SERVICE FOR ANY OF THE FOLLOWING REASONS, RECOUPMENT SHALL NOT BE REQUIRED.

(1). SEPARATION FROM MILITARY SERVICE BY OPERATION OF LAWS, OR BY OPERATION OF MILITARY SERVICE OR DOD POLICY.

(2). DEATH OR A DISABILITY THAT RESULTS IN TERMINATION FROM AVIATION SERVICE, WHICH IS NOT THE RESULT OF MISCONDUCT, WILLFUL NEGLECT, AND DID NOT OCCUR DURING A PERIOD OF UNAUTHORIZED ABSENCE.

C. A RECOUPMENT OF PREPAID FUNDS AND TERMINATION OF THE SOAR AGREEMENT WILL BE ACCOMPLISHED UPON REASSIGNMENT FROM SOAR ASSIGNMENT PRIOR TO THE END DATE OF THE AGREEMENT. RECOUPMENT WILL BE TAKEN FROM THE ACTUAL REASSIGNMENT DATE.

9. PROCEDURES:

A. ELIGIBLE OFFICERS AND OFFICERS WHO WILL BECOME ELIGIBLE FOR THE FY05 PROGRAM WITHIN THE PROGRAM WINDOW (01 OCT 04 - 30 SEP 05) MAY APPLY.

OFFICERS INTERESTED IN APPLYING FOR THE FY05 ACP PROGRAM WILL SUBMIT A DA FORM 4187, PERSONNEL ACTION REQUEST TO THE INCENTIVE PAY BRANCH, ARMY HUMAN RESOURCES COMMAND. AS A MINIMUM A COPY OF THEIR AVIATION SERVICE ORDER(S) AWARDED THEM ENTITLEMENT TO AVIATION CAREER INCENTIVE PAY (ACIP) AND ORDERS AWARDED THEM THE DESIGNATION OF ARMY AVIATOR (DTIAR) MUST BE SUBMITTED. THE DA FORM 4187 MUST BE COMPLETED AS FOLLOWS:

(1) BLOCK 1 - THRU BN, SQDN, OR BDE COMMANDERS NAME AND UNIT ADDRESS. 160TH PERSONNEL WILL SUBMIT REQUESTS FOR THE FY 05 ACP PROGRAM THROUGH 160TH HEADQUARTERS.

(2) BLOCK 2 - TO US ARMY HUMAN RESOURCES COMMAND (AHRC), INCENTIVE PAY BRANCH, ATTN: AHRC-PLP-I, 200 STOVALL STREET, ALEXANDRIA, VA 22332.

(3) BLOCK 3 - INDIVIDUALS UNIT OR HOME ADDRESS, TELEPHONE NUMBER, AND EMAIL ADDRESS (NORMALLY AKO ACCOUNT). IF THERE IS NOT ENOUGH SPACE IN BLOCK 3, USE THE REMARKS SECTION OF THE 4187 FOR THE REMAINDER OF THE INFORMATION.

(4) BLOCK 4 THRU 6 - REQUESTOR'S DATA.

(5) BLOCK 7 - SKIP.

(6) BLOCK 8 - CHECK "OTHER" AND SPECIFY "ACP ENROLLMENT".

(7) BLOCK 9 AND 10 - COMPLETED BY REQUESTOR.

(8) SECTION IV - REMARKS MUST INCLUDE THE FOLLOWING STATEMENT: "I (HAVE / HAVE NOT) HAD A BREAK IN SERVICE SINCE ATTENDING IERW OR COMPARABLE SISTER SERVICE UNDERGRADUATE FLIGHT TRAINING COURSE." OFFICERS WHO HAVE HAD A BREAK IN SERVICE MUST ATTACH A COPY OF THE DD FORM 214 CORRESPONDING TO EACH BREAK IN SERVICE AND A DETAILED CHRONOLOGY OF YOUR MILITARY SERVICE FROM FLIGHT SCHOOL TO PRESENT. THIS CHRONOLOGY MUST INCLUDE DATES ON ACTIVE DUTY, DATES IN THE NATIONAL GUARD OR SELECTED RESERVE (TPU, AGR, IMA), AND DATES SERVED IN THE INDIVIDUAL READY RESERVE.

(9) BLOCK 11 - THE COMMANDER DESIGNATED IN BLOCK 1 OF THE FORM SHOULD SELECT EITHER "RECOMMEND APPROVAL" OR "RECOMMEND DISAPPROVAL".

(10) BLOCK 12 THRU 14 - COMPLETED BY THE COMMANDER DESIGNATED IN BLOCK 1.

B. REQUEST MAY BE SUBMITTED ELECTRONICALLY VIA EMAIL TO:

FY05ACP@HOFFMAN.ARMY.MIL. UPON RECEIPT OF THE PERSONNEL ACTION REQUEST AND OTHER REQUIRED DOCUMENTS, INCENTIVE PAY BRANCH WILL VERIFY THE OFFICER'S ELIGIBILITY AND WILL EMAIL (IF EMAIL ADDRESS WAS PROVIDED) OR MAIL AN FY05 ACP AGREEMENT TO THE OFFICER. IF THE APPLICANT HAS HAD A BREAK IN MILITARY SERVICE OR AVIATION SERVICE, INCENTIVE PAY BRANCH WILL DETERMINE THE NUMBER OF CREDIBLE MONTHS OF AVIATION SERVICE. THIS DATA WILL BE USED TO DETERMINE ACTIVE DUTY SERVICE OBLIGATION AND THE BONUS END DATE.

C. UPON RECEIPT OF THE DRAFT AGREEMENT THE ELIGIBLE OFFICERS MUST REVIEW THE AGREEMENT, SIGN THE AGREEMENT AND INDICATE WHETHER THEY ACCEPT OR DECLINE THE BONUS AND THE CORRESPONDING ACTIVE DUTY SERVICE OBLIGATION. BATTALION/BRIGADE COMMANDER, AT GRADE 05/06, WILL VERIFY THAT THE REQUESTING OFFICER THOROUGHLY UNDERSTANDS THE TERMS OF THE AGREEMENT AND WILL VERIFY THE DATE OF THE ELIGIBLE OFFICER'S SIGNATURE.

D. OFFICERS WHO ACCEPT THE AGREEMENT MUST SEND THE COMPLETED ORIGINAL SIGNED AGREEMENT TO THE INCENTIVE PAY BRANCH POST-MARKED, NLT 30 SEP 05, IN ORDER TO MAKE THE AGREEMENT VALID. FAILURE TO COMPLETE AND POST MARK THE AGREEMENT DURING THE PROGRAM WINDOW (01 OCT 04 THRU 30 SEP 05) WILL RESULT IN FORFEITURE OF BONUS ELIGIBILITY FOR FY05.

E. UPON RECEIPT OF A VALID AGREEMENT, INCENTIVE PAY BRANCH WILL INPUT THE INITIAL PAY TRANSACTION FOR OFFICERS PARTICIPATING IN THEIR INITIAL ACP AGREEMENT. AVIATORS PARTICIPATING IN THEIR SECOND CONTRACT WILL HAVE THEIR PAY TRANSACTION PROCESSED BY DFAS-INDIANAPOLIS (DFAS-IN). INCENTIVE PAY BRANCH WILL SUBMIT TO DFAS-IN NECESSARY DOCUMENTATION TO ASSIST IN THE ACP PAYMENT. DFAS WILL MAKE PAYMENTS VIA ELECTRONIC FUNDS TRANSFER TO THE RECIPIENT'S BANK ACCOUNT.

F. AHRC WILL INPUT THE INITIAL PAY TRANSACTIONS AS EXPEDITIOUSLY AS POSSIBLE. REGARDLESS OF WHEN THE PAYMENT IS RECEIVED, THE OFFICER IS NOT ENTITLED TO AND WILL NOT RECEIVE INTEREST IN ADDITION TO THE PAYMENT. OFFICERS CAN EXPECT (BUT ARE NOT GUARANTEED) TO RECEIVE:

(1) THE INITIAL BONUS PAYMENT THE MONTH FOLLOWING THE DATE AHRC RECEIVES THE COMPLETED AGREEMENT.

(2) ANNUAL PAYMENTS ON THE ANNIVERSARY OF THE AGREEMENT EFFECTIVE DATE.

G. THE EFFECTIVE DATE OF THE AGREEMENT IS THE DATE THE OFFICER SIGNS THE AGREEMENT ACCEPTING THE ADSO SPECIFIED OR THE ELIGIBILITY DATE STATED ON THE AGREEMENT, WHICHEVER IS LATER.

10. ACTIVE DUTY SERVICE OBLIGATION (ADSO): OFFICERS WHO ACCEPT THE BONUS INCUR AN ADSO IN THE ARMY. THE ADSO IS NOT TRANSFERABLE TO OTHER BRANCHES OF SERVICE. RETIREMENT OR SEPARATION PRIOR TO COMPLETION OF THE ACP ADSO REQUIRES APPROVAL BY THE AHRC CG. THE DECISION WILL BE MADE BASED ON ARMY NEEDS AND WILL NOT BE INFLUENCED BY AN OFFER TO REPAY THE BONUS.

A. IF AN OFFICER SIGNS THE ACP AGREEMENT TO ACCEPT THE BONUS AND LATER REQUESTS RELEASE FROM THE AGREEMENT, THE FOLLOWING RULES APPLY:

(1) IF AN OFFICER REQUESTS RELEASE FROM THE AGREEMENT BEFORE THE PAY TRANSACTION IS ENTERED INTO THE PAY SYSTEM, THE OFFICER CAN WITHDRAW FROM THE ACP AGREEMENT BY NOTIFYING THE INCENTIVE PAY BRANCH OF INTENT

TO DECLINE AND SIGNING REQUIRED DOCUMENTS REFLECTING DECISION TO DECLINE THE BONUS.

(2) ONCE THE FIRST PAYMENT IS RECEIVED, AN OFFICER SEEKING RELEASE FROM THE ACP AGREEMENT MUST SUBMIT A WRITTEN REQUEST WITH FULL JUSTIFICATION THROUGH THEIR CHAIN OF COMMAND TO CDR, US ARMY HUMAN RESOURCES COMMAND, ATTN: AHRC-PLP-I, 200 STOVALL STREET, ALEXANDRIA, VA 22332. THE REQUEST WILL BE COORDINATED WITH WARRANT OFFICER DIVISION AND SUBMITTED TO THE APPROVAL AUTHORITY (CG, AHRC).

B. ACCEPTING ACP AND INCURRING AN ACP ADSO DOES NOT GUARANTEE THAT THE OFFICER WILL BE ALLOWED TO CONTINUE SERVICE ON ACTIVE DUTY TO COMPLETE THE ACP ADSO. IF AN OFFICER IS PASSED OVER FOR PROMOTION ONCE, THEIR ACP ADSO REMAINS IN EFFECT. IF AN OFFICER WHO HAS RECEIVED THE BONUS IS TWICE PASSED OVER FOR PROMOTION,

THE FOLLOWING RULES APPLY:

(1) IF AN OFFICER IS NOT SELECTED FOR SELCON OR IS OFFERED SELCON AND DECLINES, THEIR BONUS WILL TERMINATE THE DAY THEY ARE RELEASED FROM ACTIVE DUTY. PARAGRAPH 10A (2) DOES NOT APPLY IN THIS SITUATION. INCENTIVE PAY BRANCH, IN COORDINATION WITH WARRANT OFFICER ASSIGNMENTS BRANCH, WILL MAKE EVERY EFFORT NOT TO PREPAY BONUS MONEY TO OFFICERS IN THIS CATEGORY.

(2) IF AN OFFICER ACCEPTS SELCON STATUS, THEIR BONUS WILL CONTINUE, AS LONG AS THEY ARE OTHERWISE ELIGIBLE, UNTIL THE END OF THE SELCON PERIOD. PARAGRAPH 10A (2) DOES APPLY IN THIS SITUATION.

C. IF AN OFFICER INTENTIONALLY FAILS, AS DETERMINED BY THE UNIT IN COORDINATION WITH AHRC, TO MEET THE ELIGIBILITY REQUIREMENTS OF PARA 5 FOR THE SOLE PURPOSE OF AVOIDING THEIR ACP ADSO, THEIR ADSO WILL NOT BE TERMINATED EVEN IF THEY ARE NO LONGER ELIGIBLE TO RECEIVE THE BONUS PAYMENTS.

11. THIS PROGRAM IS NOT APPLICABLE TO WARRANT OFFICER AVIATOR OF THE ARMY RESERVE (USAR) OR NATIONAL GUARD (NG). MOBILIZED RESERVISTS ARE NOT ELIGIBLE FOR THIS PROGRAM.

12. THIS MSG, AN EXAMPLE OF A COMPLETED DA FORM 4187, AND EXAMPLES OF REQUIRED APPLICATION DOCUMENTS ARE DISPLAYED ON PERSCOM ONLINE AT <https://www.perscomonline.army.mil/OPWOD/ACP.HTM>. OFFICERS WHO DO NOT HAVE ACCESS TO THIS WEBSITE MAY REQUEST EXAMPLES BY CONTACTING THE MESSAGE POCS.

13. POC FOR THIS MESSAGE (AHRC-PLP-I): ROBERT WOODMAN, GS12, HUMAN RESOURCES SPECIALIST, DSN 221-8375, COMM: 703-325-8374, EMAIL: WOODMAN.ROBERT@HOFFMAN.ARMY.MIL; OR MAJ THOMAS BAYER, CHIEF, INCENTIVE PAY BRANCH, DSN: 221-5098, COMM: 703-325-5098, EMAIL: THOMAS.BAYER@HOFFMAN.ARMY.MIL, OR QUESTIONS CAN BE ADDRESSED TO THE FY 05 PROGRAM EMAIL: FY05ACP@HOFFMAN.ARMY.MIL

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MILPER MESSAGE NUMBER : 04-312
AHRC-OPD-A
DA OCS SELECTION BOARDS – YEAR 2005
Issued: [11/15/2004]

1. THIS MESSAGE EXPIRES NOVEMBER 2005.
2. REFERENCE AR 350-51, OFFICER CANDIDATE SCHOOL.
3. DA OCS BOARDS. DA OCS BOARDS WILL BE CONDUCTED AT THE ARMY HUMAN RESOURCES COMMAND DURING THE FOLLOWING TIMEFRAMES IN YEAR 2005:
 - A. WEEK OF 24 JANUARY 2005. APPLICATIONS RECEIVED BY 31 DECEMBER 2004.
 - B. WEEK OF 18 APRIL 2005. APPLICATIONS RECEIVED BY 18 MARCH 2005.
 - C. WEEK OF 11 JULY 2005. APPLICATIONS RECEIVED BY 10 JUNE 2005.
 - D. WEEK OF 12 SEPTEMBER 2005. APPLICATIONS RECEIVED BY 12 AUGUST 2005.
4. NOW IS A GREAT OPPORTUNITY FOR QUALIFIED AND ELIGIBLE SOLDIERS TO SUBMIT AN APPLICATION FOR OFFICER CANDIDATE SCHOOL.
5. SERVICING PERSONNEL OFFICES ARE TO SUBMIT COMPLETED OCS APPLICATIONS TO: HQDA (AHRC-OPD-A), 200 STOVALL ST, RM 6N67, ALEXANDRIA, VA 22332-0413.
6. POC FOR THIS MESSAGE IS MR. ROLLAND AT DSN 221-3756. EMAIL ADDRESS: ROLLANDA@HOFFMAN.ARMY.MIL.

MILPER MESSAGE NUMBER : 05-002
AHRC-MSP-E
PROMOTION ELIGIBILITY AND NCOES
Issued: [01/03/2005]

1. REFERENCES:

- a. AR 600-8-19, ENLISTED PROMOTIONS AND REDUCTIONS, 20 JAN 04
- b. AR 140-158, ENLISTED PERSONNEL CLASSIFICATION, PROMOTION, AND REDUCTION, 17 DECEMBER 1997

2. THIS MESSAGE NUMBER WILL EXPIRE NLT SEP 05; HOWEVER, THE PROCEDURES WILL REMAIN IN EFFECT UNTIL SUPERSEDED OR RESCINDED.

3. THIS MESSAGE APPLIES TO ALL ARMY COMPONENTS.

4. ALL ARMY COMPONENTS WILL ESTABLISH A TEMPORARY PROCESS PROVIDING FOR PROMOTION RECOMMENDATION TO SSG, FOR SOLDIERS DEPLOYED, AND OTHERWISE ELIGIBLE FOR RECOMMENDATION, EXCEPT FOR THE LACK OF THE PRIMARY LEADERSHIP DEVELOPMENT COURSE (PLDC). THE ESTABLISHMENT OF THIS TEMPORARY PROCESS PROVIDES THAT NO SOLDIER IS OTHERWISE DISADVANTAGED, DUE TO AN EXTENDED DEPLOYMENT, FOR A PROMOTION OPPORTUNITY. THE FOLLOWING ACTIONS NEED TO TAKE PLACE:

a. WAIVER PROCESS FOR SSG RECOMMENDATION.

(1) ALL REQUESTS FOR WAIVERS MUST BE FULLY JUSTIFIED WITH A CLEAR AND EXPLICIT EXPLANATION. BE AS SPECIFIC AS POSSIBLE IN THE REQUEST.

INCLUDE DATES OF DEPLOYMENT, LIST INTEGRATION, AND ANTICIPATED DATE FOR SCHOOL ATTENDANCE TO PLDC. ADDITIONAL DOCUMENTATION TO BE INCLUDED ARE:

(a) UNIT ENLISTED PROMOTION REPORT FOR WHICH THE AFFECTED SOLDIER IS LISTED.

(b) DEPLOYMENT ORDERS WITH INCLUSIVE DATES

(c) UNIT ORDER OF MERIT LIST FOR PLDC DEPICTING THE AFFECTED SOLDIER.

(2) A WAIVER WILL BE CONSIDERED TO GAIN ELIGIBILITY FOR SSG RECOMMENDATION IF A SOLDIER DOES NOT HAVE PLDC WHEN:

(a) SOLDIER IS DEPLOYED (DEFINED AS BEING ASSIGNED TO AN ORGANIZATION IMPACTED BY STOP LOSS - 90 DAYS PRE-DEPLOYMENT AND 90 DAYS POST-DEPLOYMENT), AND

(b) OTHERWISE FULLY ELIGIBLE FOR RECOMMENDATION TO SSG, BUT HAS NOT COMPLETED THE REQUISITE PLDC.

(3) THE WAIVER APPROVAL AUTHORITY IS ESTABLISHED AS THE DIRECTOR FOR MILITARY PERSONNEL MANAGEMENT (DMPM), OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1 (DAPE-MPE-PD). ALL REQUESTS MUST BE PROCESSED FULLY THROUGH THE SOLDIER'S CHAIN OF COMMAND AND AHRC-EPT-TM, NCOES BRANCH PRIOR TO RECEIPT BY THE DMPM. FURTHER DELEGATION OF THIS AUTHORITY IS NOT AUTHORIZED.

(4) SOLDIERS SUBSEQUENTLY SELECTED AND PROMOTED TO SSG, UNDER THIS

PROVISION, MUST COMPLETE PLDC WITHIN 180 DAYS OF THEIR REDEPLOYMENT.

WAIVER APPROVAL FOR THE 180-DAY PERIOD REMAINS WITH THE DMPM, DCS, G-1. FURTHER DELEGATION OF THIS AUTHORITY IS NOT AUTHORIZED. PROMOTION INSTRUMENTS WILL INCLUDE THESE INSTRUCTIONS AND CITE THIS MILPER MESSAGE AS AUTHORITY FOR PROMOTION.

(5) FAILURE TO SUCCESSFULLY COMPLETE PLDC WITHIN 180 DAYS OF REDEPLOYMENT WILL RESULT IN ADMINISTRATIVE REDUCTION TO SGT, UNLESS THE TIMEFRAME IS EXTENDED BY THE DMPM (DAPE-MPE-PD), DCS, G-1.

(6) SOLDIERS WILL BE INCORPORATED ON THE UNIT ORDER OF MERIT LIST WITH A SUSPENSE DATE TO ATTEND PLDC.

b. COMPLIANCE WITH ARMY STANDARDS: REVIEW OF TAPDB INDICATES SOLDIERS ARE PROMOTED TO SSG OR INTEGRATED ONTO THE SSG RECOMMENDED LIST - WITHOUT REFLECTING THE APPROPRIATE MEL/MES CODE FOR PLDC. TO ASSURE COMPLIANCE WITH EXISTING ARMY STANDARDS, TAKE THE FOLLOWING ACTIONS:

(1) VALIDATE SSG ELIBILITY FOR ALL NON-PLDC GRADUATES PROMOTED OR INTEGRATED ONTO THE RECOMMENDED LIST WITH THEIR PARENT ORGANIZATION.

(a) IF THE SOLDIER IS FOUND TO BE A PLDC GRADUATE, UPDATE TAPDB AS NECESSARY THROUGH AHRC-EPT-TM.

(b) IF DETERMINATION IS MADE THAT A SOLDIER WAS PROMOTED OR BOARDED ERRONEOUSLY, -AS AN EXCEPTION TO POLICY- DO NOT REVOKE THE PROMOTION ORDER AS ERRONEOUS IAW EXISTING REGULATORY GUIDANCE. THE INTENT IS TO NOT PUNISH THE SOLDIER SINCE NO WAIVER PROVISION EXISTED. HOWEVER, EFFECTIVE IMMEDIATELY, SOLDIERS WITHOUT PLDC WILL REQUIRE APPROVED WAIVERS (AS CITED ABOVE) BEFORE ATTAINING ELIGIBILITY FOR PROMOTION CONSIDERATION TO SSG.

(2) ESTABLISH INTERNAL CONTROLS TO ASSURE OVERWATCH OF THE PROMOTION SYSTEM TO ENSURE REGULATORY COMPLIANCE

(3) BE PREPARED, UPON REQUEST, TO PROVIDE APPROPRIATE REPORTS IDENTIFYING THE STATUS OF SOLDIERS RECOMMENDED OR PROMOTED TO SSG UNDER THE PROVISIONS OF THE ABOVE WAIVER PROCESS TO DMPM (DAPE-MPE-PD), DCS, G-1.

5. THE POINTS OF CONTACT FOR THIS MESSAGE ARE SGM MICHAEL R. WALKER, CHIEF, NCOES BRANCH AT DSN 221-0815 OR COMMERCIAL (703) 325-0815 OR E-MAIL Michael.Walker@hoffman.army.mil AND SGM TAMMY D. COON, CHIEF, ENLISTED PROMOTIONS AT DSN 221-8695 OR COMMERCIAL (703) 325-8695 OR E-MAIL Tammy.Coon@hoffman.army.mil.

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MILPER MESSAGE NUMBER : 05-008
AHRC-MSP-O

PROMOTION NUMBERS FOR FEB 05

Issued: [01/10/2005]

1. THIS MESSAGE WILL EXPIRE NLT FEB 07.
2. THIS MESSAGE ANNOUNCES THE PROMOTION NUMBERS FOR FEB 05. MILITARY PERSONNEL DIVISIONS (MPD)/PERSONNEL SERVICES BATTALIONS (PSB) SHOULD REVIEW CURRENT PROMOTION LISTS AND SEQUENCE NUMBERS TO DETERMINE INDIVIDUALS ELIGIBLE FOR PROMOTION IN FEB 05. IF AN MPD/PSB RECEIVES A PROMOTION ORDER FOR AN OFFICER WHO IS NOT ELIGIBLE FOR PROMOTION (E.G. FLAGGED OR SEPARATED), THEY SHOULD CALL THE OFFICER PROMOTIONS SECTION POC. LIKEWISE, IF THE MPD/PSB DOES NOT RECEIVE AN ORDER FOR AN OFFICER WHO APPEARS TO BE ELIGIBLE FOR PROMOTION, THEY SHOULD CALL THE OFFICER PROMOTIONS SECTION POINT OF CONTACT (POC).
3. TITLE 10, UNITED STATES CODE, SECTION 12205, REQUIRES OFFICERS TO HAVE A BACCALAUREATE DEGREE FOR PROMOTION TO CAPTAIN. EFFECTIVE 1 JUN 99, OTRA PROMOTABLE FIRST LIEUTENANTS ARE REQUIRED TO HAVE A BACCALAUREATE DEGREE TO BE PROMOTED TO CAPTAIN. HQDA U.S. ARMY HUMAN RESOURCES COMMAND (HRC) WILL NOT PUBLISH DEPARTMENT OF THE ARMY SPECIAL ORDERS FOR PROMOTION TO CAPTAIN FOR ANY OFFICERS WHO DO NOT MEET THE ABOVE REQUIREMENT. THE FY02 NDAA RE-ENACTED THE WAIVER PROGRAM FOR GRADUATES OF OFFICER CANDIDATE SCHOOL. OFFICER WAIVERS SHALL BE GRANTED ON A CASE BY CASE BASIS, CONSIDERING THE INDIVIDUAL CIRCUMSTANCES OF THE OFFICER INVOLVED, AND MAY CONTINUE IN EFFECT FOR NO MORE THAN TWO YEARS AFTER THE WAIVER IS GRANTED. WAIVER MEMORANDUMS CAN BE OBTAINED ONLINE AT HRC.ARMY.MIL/SELECT/CIVEDREQUIREMENTS.HTM OR CONTACT THE BRANCH ASSIGNMENT OFFICER FOR DETAILS. OFFICERS WHO HAVE NOT EARNED A BACCALAUREATE DEGREE AT THE END OF THE TWO YEAR WAIVER PERIOD ARE SUBJECT TO BE RELEASED FROM ACTIVE DUTY.
4. OFFICER PROMOTION ORDERS ARE NOW AVAILABLE ON LINE. PLEASE REFERENCE THE INFORMATION PAPER "RELEASING MONTHLY OFFICER DEPARTMENT OF THE ARMY SPECIAL ORDERS (DASO) ELECTRONICALLY" ON THE PROMOTION SELECTIONS WEB PAGE ON HRC ON LINE ([HTTPS://WWW.HRC.ARMY.MIL](https://www.hrc.army.mil)).
5. THE NUMBER PROMOTED, SEQUENCE NUMBER PROMOTED THRU, AND LIST PROMOTED FROM FOR FEB 05 ARE REFLECTED BELOW:
NOTES: 1/ EXHAUSTS CURRENT LIST, 2/ BEGINS NEW LIST, 3/ PENDING SENATE CONFIRMATION, 4/ PENDING RELEASE OF LIST.

A. TO COL

ARMY:

OP:	25 (THRU SEQ NO 268)	47 LEFT ON 03 LIST
IO:	2 (THRU SEQ NO 19)	7 LEFT ON 03 LIST
IS:	3 (THRU SEQ NO 36)	10 LEFT ON 03 LIST
OS:	5 (THRU SEQ NO 47)	8 LEFT ON 03 LIST
3/JA:	0 (THRU SEQ NO 0)	21 LEFT ON 04 LIST
CH:	2 (THRU SEQ NO 8)	9 LEFT ON 04 LIST
MC:	0 (THRU SEQ NO 30)	59 LEFT ON 03 LIST
DE:	0 (THRU SEQ NO 17)	7 LEFT ON 03 LIST

3/MS:	0 (THRU SEQ NO 0)	33 LEFT ON 04 LIST
3/SP:	0 (THRU SEQ NO 0)	5 LEFT ON 04 LIST
3/VC:	0 (THRU SEQ NO 0)	4 LEFT ON 04 LIST
2/AN:	1 (THRU SEQ NO 2)	15 LEFT ON 03 LIST

B. TO LTC

ARMY:

OP:	71 (THRU SEQ NO 554)	325 LEFT ON 04 LIST
IO:	7 (THRU SEQ NO 55)	36 LEFT ON 04 LIST
IS:	9 (THRU SEQ NO 69)	50 LEFT ON 04 LIST
OS:	12 (THRU SEQ NO 96)	80 LEFT ON 04 LIST
4/JA:	0 (THRU SEQ NO 0)	ON 04 LIST
2/CH:	3 (THRU SEQ NO 3)	32 LEFT ON 04 LIST
MC:	0 (THRU SEQ NO 25)	107 LEFT ON 04 LIST
DE:	0 (THRU SEQ NO 4)	10 LEFT ON 04 LIST
MS:	2 (THRU SEQ NO 75)	27 LEFT ON 04 LIST
4/SP:	0 (THRU SEQ NO 0)	ON 05 LIST
4/VC:	0 (THRU SEQ NO 0)	ON 05 LIST
AN:	9 (THRU SEQ NO 45)	30 LEFT ON 04 LIST

C. TO MAJ

ARMY:	142 (THRU SEQ NO 1322)	506 ON 04 LIST
4/JA:	0 (THRU SEQ NO 0)	ON 05 LIST
1/CH:	5 (THRU SEQ NO 54)	0 LEFT ON 03 LIST
MC:	1 (THRU SEQ NO 41)	245 LEFT ON 04 LIST
DE:	2 (THRU SEQ NO 4)	24 LEFT ON 04 LIST
4/MS:	0 (THRU SEQ NO 0)	ON 05 LIST
4/SP:	0 (THRU SEQ NO 0)	ON 05 LIST
4/VC:	0 (THRU SEQ NO 0)	ON 05 LIST
4/AN:	0 (THRU SEQ NO 0)	ON 05 LIST

D. TO CPT

1/ARMY:	53 (THRU SEQ NO 3686)	0 LEFT ON 04 LIST
4/JA:	0 (THRU SEQ NO 0)	ON 05 LIST
4/CH:	0 (THRU SEQ NO 0)	ON 05 LIST
MC:	NOT APPLICABLE	
DE:	NOT APPLICABLE	
1/MS:	17 (THRU SEQ NO 218)	0 LEFT ON 04 LIST
SP:	46 (THRU SEQ NO 94)	34 LEFT ON 04 LIST
VC:	NOT APPLICABLE	
AN:	74 (THRU SEQ NO 226)	0 LEFT ON 04 LIST

E.	CW5 (AVA)	5 (THRU SEQ NO 28)	31 LEFT ON 04 LIST
	CW5 (TECH)	2 (THRU SEQ NO 28)	20 LEFT ON 04 LIST

F.	CW4 (AVA)	22 (THRU SEQ NO 117)	149 LEFT ON 04 LIST
	CW4 (TECH)	20 (THRU SEQ NO 84)	130 LEFT ON 04 LIST

G.	CW3 (AVA)	9 (THRU SEQ NO 59)	83 LEFT ON 04 LIST
	CW3 (TECH)	52 (THRU SEQ NO 254)	346 LEFT ON 04 LIST

7. DASO (ORDERS) WILL BE POSTED TO THE TOPMIS II WEB SITE
 (<https://www.topmis.hoffman.army.mil>) ON OR ABOUT 14 JAN 04.

8. HRC POC IS MRS. NORA VOLZ, TAPC-MSP-O, DSN 221-3936 OR COMMERCIAL (703) 325-3936. E-MAIL IS NORA.VOLZ@HOFFMAN.ARMY.MIL.

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MILPER MESSAGE NUMBER : 05-006
AHRC-EPO-P
UPDATE TO ACTIVE ARMY (AA) STOP LOSS AND STOP
MOVEMENT PROGRAM
(ENLISTED SOLDIER ACTIONS)
Issued: [01/10/2005]

A. MILPER Message 04-169, AHRC-EPO-P, subject: Implementation of Active Army (AA) Stop Loss/Stop Movement Program for Units Scheduled to Deploy OCONUS in Support of OIF and OEF, issued 2 Jun 04

B. MILPER Message 04-205, AHRC-EPO-P, subject: Stop Move Status Code (SMSC) Data Elements in EDAS, issued 22 Jul 04

C. MILPER Message 04-227, AHRC-EPO-P, subject: Amendment to MILPER Message 04-169, issued 6 Aug 04

D. MILPER Message 04-267, AHRC-EPR-F, subject: Extension of ETS or Retirement Upon Return from Deployment Due to Hardship, issued 24 Sep 04

1. The purpose of this message is to provide updated supplemental procedural guidance for Enlisted Soldiers in support of the Active Army Stop Loss/Move program. The messages referenced above remain in effect.

2. As outlined in reference A above, stop loss/move is effective 90 days from the unit's earliest arrival date (stop move "start" date) and continues through the unit's redeployment plus 90 days stabilization period (stop move "end" date). Reference B above outlines the new Total Army Personnel Data Base (TAPDB) data elements that the Enlisted Personnel Management Directorate (EPMD) will use to identify Soldiers who are stop loss/moved.

3. The paragraphs that follow will outline specific procedural guidance as units begin to redeploy, including UIC reporting; retirement and separation processing and assignment actions:

a. UIC Reporting. It is imperative that MACOM's report to Cdr, HRC, DCSOPS Mobilization Division (AHRC-PLO), the deploying UIC information as soon as units are alerted and when previously reported information changes. This will ensure accurate and efficient execution of stop loss/move actions. All additions and deletions must come from the MACOM. HRC will not add or remove units from stop loss/move without MACOM approval. The HRC, DCSOPS POC for reporting this information is: (Primary) MAJ Daniel Davis, (703)325-1929 (DSN 221); (secondary) Mr. Robert Wiseth (703)325-3483 (DSN 221) or CPT Umaporn McInnis, (703)325-7943 (DSN 221). SIPRNET email for all three is MOB@HOFFMAN.ARMY.SMIL.MIL.

(1) Initial reporting as units are alerted: As outlined in paragraph 2b(1) of reference A above, MACOMs will expeditiously report UICs to implement stop loss/move actions.

(2) Redeployment UIC reporting: As units begin to redeploy, MACOMs will request removal of the unit's UIC from the list. The following information must be provided for each unit: MACOM, major subordinate Command (MSC), company level UIC, component, operation name, and date of redeployment.

(3) Changes to UIC information: Report any changes to that previously submitted to HRC in the same manner as outlined in paragraph 2b(1) of reference A above.

b. Retirement/Separation Processing.

(1) Soldiers who are otherwise eligible may request retirement/separation at any time with an effective date not earlier than the unit's stop loss/move end date. These actions will not be considered "exception to policy" requests. Requests to retire/separate prior to the unit's redeployment will continue to be processed as exceptions to policy in accordance with paragraph 8 of reference A above. These actions will be forwarded to Cdr, HRC, 2461 Eisenhower Avenue, ATTN: AHRC-EPR-F, Alexandria, VA 22331. Note that the address and POC for Enlisted exceptions to stop loss policy is a change from that outlined in paragraph 8a of reference A above.

(2) Soldiers may request early release (retirement/separation date after the unit's redeployment date but before the 90 day stabilization date). These requests will be processed through the chain of command to the first LTC-Commander for approval. Requests must state that the Soldier has initiated ACAP services and at a minimum completed the mandatory pre-separation counseling (DD Form 2648). Commands will report all approved early releases to the installation retention office for adjustments to ETS dates. Soldiers will not be released earlier than their contractual ETS date.

c. Enlisted Assignment Actions.

(1) CONUS assigned Soldiers: As outlined in MILPER message 04-169 (reference A), EPMD will begin selecting Soldiers for assignment at 2 months prior to the unit's redeployment date. Assignment reporting dates will be established not earlier than 90 days beyond the redeployment date. There will be some assignment actions, such as Drill Sergeant, Recruiter, and nominative assignments that may require additional lead-time. Upon redeployment, Soldiers who wish to waive the PCS stabilization may submit a waiver through their chain of command to the first LTC-commander for approval (see paragraph 3c(3) below). Soldiers requiring training will be scheduled by EPMD's Training Division in coordination with their career branch.

(2) OCONUS assigned Soldiers: OCONUS assigned Soldiers will be reassigned in accordance with their scheduled DEROS with report dates the month following. Soldiers requiring training will be scheduled by EPMD's Training Division in coordination with their career branch. The service remaining requirement described in Table 6-1, AR 614-30 to be PCS eligible, is waived for OCONUS assigned Soldiers who had sufficient service remaining to be eligible to PCS to CONUS on their original DEROS but became ineligible based on the extension of their overseas tours.

(3) Special Instructions and early reporting: All Soldiers who are placed on AI while still assigned to a stop moved unit will have a special instruction appended to their AI which states: "This assignment is based on the Soldier's projected redeployment date and unit stop movement 90-day post-deployment stabilization policy. Soldier-initiated requests for adjustment to reporting

date will be requested through normal channels. Soldiers who want to waive their 90-day post-deployment stabilization period and PCS may request a waiver through the chain of command to the first LTC-commander for approval. Early reporting is authorized provided the Soldier has finished PCS requirements and the commander has approved the waiver."

(4) Assignment notification. Rear detachments must ensure that both the Soldier and his/her family are notified expeditiously to ensure that PCS preparation can begin ASAP.

4. POC for this message is Mrs. Adcock-Dodd, (703)325-2738 (DSN 221), Lisa.Adcock-Dodd@hoffman.army.mil. The POC for reporting UIC information is: (Primary) MAJ Daniel Davis, (703)325-1929 (DSN 221); (secondary) Mr. Robert Wiseth (703)325-3483 (DSN 221) or CPT Umaporn McInnis, (703)325-7943 (DSN 221), SIPRNET email for all three is MOB@HOFFMAN.ARMY.SMIL.MIL. The POC for Enlisted retirement/separation actions is Mrs. Marche, (703)325-6845 (DSN 221). POC for training is SGM Walker, (703)325-0815 (DSN 221).

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MILPER MESSAGE NUMBER : 05-018

AHRC-PLO-T

**PERMANENT CHANGE OF STATION (PCS) MOVEMENTS TO
USAREUR (ONLY) UNITS IN GERMANY**

Issued: [01/26/2005]

THIS MESSAGE PROVIDES COMPREHENSIVE GUIDANCE FOR THE MOVEMENT OF SOLDIERS ON PERMANENT CHANGE OF STATION (PCS) ORDERS TO U.S. ARMY EUROPE (USAREUR) UNITS/ACTIVITIES IN GERMANY.

1. AS A RESULT OF THE AIR MOBILITY COMMAND'S SIGNIFICANT REDUCTION IN PATRIOT EXPRESS (PE) SERVICE TO GERMANY, USAREUR HAS CONCENTRATED ITS RECEPTION CAPABILITY AT THE FRANKFURT FLUGHAFEN INTERNATIONAL AIRPORT. AS SUCH, USAREUR REQUIRES THAT ALL PERMANENT CHANGE OF STATION (PCS) TRAVEL BE ARRANGED TO ENSURE THE TRAVELERS ARRIVE AT THE FRANKFURT FLUGHAFEN INTERNATIONAL AIRPORT.

2. EFFECTIVE IMMEDIATELY THE FOLLOWING APPLIES TO ALL PCS MOVEMENTS TO USAREUR.

A. ALL TRAVEL MUST BE ARRANGED VIA COMMERCIAL AIR TO ARRIVE AT THE FRANKFURT FLUGHAFEN INTERNATIONAL AIRPORT BETWEEN MONDAY AND FRIDAY OF EACH WEEK. SCHEDULING OF WEEKEND AND FEDERAL HOLIDAY ARRIVALS IS STRICTLY PROHIBITED. TRAVELERS MUST BE ADVISED THAT ALL COMMERCIAL AIR TRAVEL MUST BE

ARRANGED BY A GOVERNMENT COMMERCIAL TRAVEL OFFICE (CTO).

B. ALL ARRIVING SOLDIERS, EXCLUDING THOSE LISTED IN PARAGRAPH 3 OF THIS MESSAGE, MUST PROCESS THROUGH THE 64TH REPLACEMENT COMPANY.

C. UPON ARRIVAL AT FRANKFURT FLUGHAFEN INTERNATIONAL AIRPORT, SOLDIERS AND THEIR FAMILIES WILL PROCEED TO BAGGAGE CLAIM, COLLECT THEIR BAGGAGE AND PROCESS THROUGH CUSTOMS. WHEN EXITING CUSTOMS, THEY WILL BE GREETED BY A 64TH REPLACEMENT COMPANY REPRESENTATIVE. THE 64TH REPLACEMENT COMPANY REPRESENTATIVE WILL PROVIDE ASSISTANCE AND DIRECTIONS FOR PROCEEDING TO THE 64TH REPLACEMENT COMPANY MEETING POINT WITHIN EITHER TERMINAL ONE OR TWO AT FRANKFURT INTERNATIONAL AIRPORT. 64TH REPLACEMENT COMPANY PERSONNEL WILL THEN ESCORT SOLDIERS AND FAMILIES TO A 64TH REPLACEMENT COMPANY BUS STAGING AREA FOR TRANSPORTATION TO THE 64TH REPLACEMENT COMPANY FACILITIES FOR FURTHER PROCESSING AND PINPOINT ASSIGNMENTS.

D. IF SOLDIERS AND THEIR FAMILY MEMBERS ARRIVE OUTSIDE OF NORMAL 64TH REPLACEMENT COMPANY TRANSPORTATION OPERATING HOURS, (0600-1500 MONDAY THROUGH FRIDAY), THEY SHOULD ARRANGE FOR PICKUP BY CALLING THE 64TH REPLACEMENT COMPANY USING DSN PHONES LOCATED WITHIN EACH TERMINAL. IN TERMINAL 1, THE PHONE IS LOCATED OUTSIDE THE USO IN HALL C. IN TERMINAL 2, THE PHONE IS LOCATED AT THE 64TH REPLACEMENT COMPANY COUNTER LOCATED IN HALL D NEAR THE DELTA AIRLINES TICKET COUNTER. THE DSN NUMBER TO DIAL IS 330-7525/6152. ARRIVING PERSONNEL MAY ALSO CALL COMMERCIAL 128-7525/6152 FROM ANY AIRPORT COURTESY PHONE.

E. MORE INFORMATION REGARDING NEW ARRIVAL INPROCESSING AND TRANSPORTATION IS AVAILABLE AT [HTTP://WWW.1PERSCOM.ARMY.MIL/](http://www.1perscom.army.mil/)

F. UPON COMPLETION OF PROCESSING AT THE 64TH REPLACEMENT COMPANY, SOLDIERS AND THEIR FAMILY MEMBERS WILL RIDE THE SPONSORSHIP BUS (S-BUS) TO THEIR COMMUNITY OF ASSIGNMENT. HOWEVER, SOLDIERS ACCOMPANIED BY THEIR UNIT SPONSOR DURING INPROCESSING MAY OBTAIN WRITTEN RELEASE FROM THE 64TH REPLACEMENT COMPANY PERSONNEL AND BE EXEMPT FROM RIDING THE S-BUS.

G. WEEKEND AND FEDERAL HOLIDAY ARRIVALS ARE STRICTLY PROHIBITED. PERSONNEL SERVICE CENTERS (PSC) AND TRANSPORTATION OFFICES WILL ENSURE THAT ALL PCS TRAVEL FOR SOLDIERS DESTINED FOR USAREUR UNITS/ACTIVITIES IN GERMANY IS

ARRANGED SO AS TO PREVENT WEEKEND/HOLIDAY ARRIVALS.

H. SOLDIERS WHO ELECT TO PURCHASE THEIR OWN TRANSPORTATION MUST BE COUNSELED THAT THEY ARE NOT PERMITTED TO ARRIVE IN GERMANY ON WEEKENDS OR FEDERAL HOLIDAYS.

3. THE ABOVE RESTRICTIONS (WEEKEND ARRIVAL AND USE OF AN AERIAL PORT OTHER THAN FRANKFURT) DO NOT APPLY TO TRAVELLERS IN THE FOLLOWING CATEGORIES:

A. OFFICERS IN THE GRADE OF LTC OR ABOVE

B. WARRANT OFFICERS IN THE GRADE OF CW5

C. ENLISTED PERSONNEL IN THE GRADE OF SGM AND CSM

D. FAMILY MEMBERS TRAVELLING ON UNACCOMPANIED TRAVEL ORDERS

E. SOLDIERS ON PCS TO A NON-USAREUR UNIT OR ACTIVITY (I.E. EUCOM, NATO UNITS, INSCOM OR SOCEUR UNITS).

F. DEPARTMENT OF THE ARMY CIVILIANS AND THEIR DEPENDENTS.

4. THE CONTENTS OF THIS MESSAGE WILL BE PASSED TO ALL ACTIVITIES INVOLVED IN PREPARING SOLDIERS FOR PCS MOVEMENT TO INCLUDE THE PSC, ITO, AND CTO.

5. POINT OF CONTACT FOR THIS MESSAGE IS THE TRANSPORTATION PLANS AND OPERATIONS BRANCH, HQ USAHRC DCSOPS, DSN 221-1437. T.E.GRAY, CH, TRANS PLANS & OPS

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MILPER MESSAGE NUMBER : 05-020
AHRC-EPT-TM
PROCEDURAL GUIDANCE FOR PROMOTION ELIGIBILITY (SSG)
AND NCOES FOR DEPLOYED SOLDIERS

Issued: [01/26/2005]

1. REFERENCES:

a. AR 600-8-19, ENLISTED PROMOTIONS AND REDUCTIONS, 20 JAN 04

b. AR 140-158, ENLISTED PERSONNEL CLASSIFICATION, PROMOTION, AND REDUCTION, 17 DECEMBER 1997

c. MILPER Message Number 05-002

2. THIS MESSAGE NUMBER WILL EXPIRE NLT SEP 05; HOWEVER, THE PROCEDURES WILL REMAIN IN EFFECT UNTIL SUPERSEDED OR RESCINDED.

3. THIS MESSAGE APPLIES TO ALL ARMY COMPONENTS.

4. THE PRIMARY LEADERSHIP DEVELOPMENT COURSE (PLDC) REMAINS AN ELIGIBILITY REQUIREMENT FOR SSG RECOMMENDATION AND MUST BE COMPLETED BEFORE A SOLDIER CAN BE RECOMMENDED AND BOARDED. THIS MESSAGE IDENTIFIES WAIVER REQUEST PROCEDURES FOR PROMOTION RECOMMENDATION TO SSG, FOR SOLDIERS DEPLOYED, AND OTHERWISE ELIGIBLE FOR RECOMMENDATION, EXCEPT FOR THE LACK OF PLDC. THE ESTABLISHMENT OF THIS TEMPORARY PROCESS PROVIDES THAT NO SOLDIER IS OTHERWISE DISADVANTAGED, DUE TO AN EXTENDED DEPLOYMENT, FOR A PROMOTION OPPORTUNITY. IN SUPPORT OF THIS ACTION, THE FOLLOWING IS DIRECTED:

a. CRITERIA FOR WAIVER REQUEST:

(1) SOLDIER IS DEPLOYED (DEFINED AS BEING ASSIGNED TO AN ORGANIZATION IMPACTED BY STOP LOSS - 90 DAYS PRE-DEPLOYMENT AND 90 DAYS POST-DEPLOYMENT), AND

(2) OTHERWISE FULLY ELIGIBLE FOR RECOMMENDATION TO SSG, BUT HAS NOT COMPLETED THE REQUISITE PLDC.

b. DOCUMENTS REQUIRED FOR WAIVER:

(1) DA FORM 4187 - MUST BE FULLY JUSTIFIED WITH A CLEAR AND EXPLICIT EXPLANATION AS TO WHY THE SOLDIER HAS NOT BEEN ABLE TO COMPLETE PLDC UP TO THIS POINT IN HIS/HER CAREER, AND WHY A WAIVER SHOULD BE APPROVED. BE AS SPECIFIC AS POSSIBLE. INCLUDE DATE OF DEPLOYMENT AND FIRST DAY SOLDIER RETURNED FROM DEPLOYMENT (FOR SOLDIERS WITHIN THE 90 DAY POST DEPLOYMENT WINDOW), AND ANTICIPATED DATE FOR SCHOOL ATTENDANCE TO PLDC.

(2) UNIT ENLISTED PROMOTION REPORT FOR WHICH THE AFFECTED SOLDIER IS LISTED.

(3) DEPLOYMENT ORDERS WITH INCLUSIVE DATES.

(4) UNIT ORDER OF MERIT LIST FOR PLDC DEPICTING THE AFFECTED SOLDIER.

c. ROUTING OF WAIVER REQUEST:

(1) REQUESTS MUST BE ENDORSED BY THE FIRST LTC COMMANDER IN THE CHAIN OF COMMAND AND ROUTED THROUGH THE SERVICING MILPO/PSB TO COMMANDER, HUMAN RESOURCE COMMAND (AHRC-EPT-TM), NCOES SECTION, 2461 EISENHOWER

AVE, ALEXANDRIA, VA 22331-0450. REQUEST MAY BE MAILED OR FAXED (COMM: 703-325-4590 OR DSN: 221-4590). THE FINAL WAIVER APPROVAL AUTHORITY IS THE DIRECTOR FOR MILITARY PERSONNEL MANAGEMENT (DMPM), OFFICE OF THE DEPUTY CHIEF OF STAFF, G-1 (DAPE-MPE-PD). THE SERVICING MILPO/PSB WILL BE NOTIFIED OF WAIVER DECISION VIA EMAIL. FOR MILPO/PSB: PLEASE PROVIDE YOUR POC NAME, CONTACT NUMBER, AND AKO EMAIL ADDRESS.

(2) SOLDIERS WHO RECEIVED A PLDC WAIVER (WHETHER PROMOTED TO SSG OR SITTING ON THE STANDING LIST) WILL BE EITHER ADMINISTRATIVELY REDUCED OR HAVE THEIR NAMES REMOVED FROM THE LOCAL PROMOTION STANDING LIST IF THEY FAIL TO COMPLETE PLDC WITHIN 180 DAYS OF REDEPLOYMENT, UNLESS THE TIMEFRAME IS EXTENDED BY THE APPROVAL AUTHORITY. REQUEST FOR EXTENSIONS WILL BE ROUTED THE SAME AS INITIAL WAIVER PROCEDURES.

CIRCUMSTANCES EFFECTING A SOLDIER'S NON-COMPLETION OF PLDC MUST BE CLEARLY STATED. THE 180-DAY WINDOW BEGINS THE FIRST DAY THE SOLDIER RETURNS FROM THE THEATER, REGARDLESS OF WHEN BOARDED.

d. HRC WILL:

(1) REVIEW TAPDB FOR SOLDIERS PROMOTED TO SSG OR INTEGRATED ONTO THE SSG RECOMMENDED LIST WHO FAIL TO REFLECT THE APPROPRIATE MEL/MES CODE FOR PLDC BY:

(a) VALIDATE SSG ELIBILITY FOR ALL NON-PLDC GRADUATES PROMOTED OR INTEGRATED ONTO THE RECOMMENDED LIST WITH THEIR PARENT ORGANIZATION.

(b) UPDATE TAPDB IF A SOLDIER IS FOUND TO BE A PLDC GRADUATE.

(c) DETERMINE IF A SOLDIER WAS PROMOTED OR BOARDED ERRONEOUSLY, (PRIOR TO MILPER MESSAGE 05-002 DATED 3 JANUARY 2005), DO NOT REVOKE THE PROMOTION ORDER AS ERRONEOUS IAW EXISTING REGULATORY GUIDANCE. THE INTENT IS TO NOT PUNISH THE SOLDIER SINCE NO WAIVER PROVISION EXISTED.

SOLDIERS IN THIS CATEGORY WHO ARE NOT DEPLOYED HAVE 180 DAYS FROM THE DATE OF REF C TO COMPLETE PLDC. SOLDIERS IN THIS CATEGORY WHO ARE DEPLOYED HAVE 180 DAYS FROM THE DATE OF THEIR RE-DEPLOYMENT TO COMPLETE PLDC. AUTHORITY FOR EXTENDED TIME IS THE DMPM, DCS, G-1.

(2) MONITOR SOLDIERS SUBSEQUENTLY SELECTED AND PROMOTED TO SSG, UNDER THIS PROVISION, TO ENSURE PLDC IS COMPLETED WITHIN 180 DAYS OF THEIR REDEPLOYMENT. WAIVER APPROVAL FOR THE 180-DAY PERIOD REMAINS WITH THE DMPM, DCS, G-1. FURTHER DELEGATION OF THIS AUTHORITY IS NOT AUTHORIZED. PROMOTION INSTRUMENTS WILL INCLUDE THESE INSTRUCTIONS AND CITE THIS MILPER MESSAGE AS AUTHORITY FOR PROMOTION.

(3) PROVIDE STATUS OF SOLDIERS RECOMMENDED OR PROMOTED TO SSG UNDER THE PROVISIONS OF REFERENCE C TO THE DMPM, DCS, G-1 AS REQUIRED.

e. UNIT WILL:

(1) INCORPORATE SOLDIER(S) ON THE UNIT ORDER OF MERIT LIST WITH A SUSPENSE DATE TO ATTEND PLDC.

(2) PROVIDE APPROPRIATE REPORTS IDENTIFYING THE STATUS OF SOLDIERS RECOMMENDED OR PROMOTED TO SSG UNDER THE PROVISIONS OF REFERENCE C TO HRC UPON REQUEST.

f. MILPO/PSB WILL:

(1) ENSURE WAIVER REQUEST IS SUFFICIENTLY DOCUMENTED AND FORWARD TO HRC, AS STATED IN PARA 4(c) ABOVE.

(2) DEVELOP OR INCORPORATE APPROPRIATE MEASURES TO TRACK/MANAGE SOLDIERS PLDC COMPLETION AS REQUIRED.

(3) ESTABLISH INTERNAL CONTROLS TO ASSURE OVER-WATCH OF THE PROMOTION SYSTEM TO ENSURE REGULATORY COMPLIANCE.

5. THE POINTS OF CONTACT FOR THIS MESSAGE ARE SGM MICHAEL R. WALKER, CHIEF, NCOES SECTION AT DSN 221-0815 OR COMMERCIAL (703) 325-0815 OR E-MAIL Michael.Walker@hoffman.army.mil AND SFC ROBLES, OPERATIONS NCO, NCOES SECTION AT DSN 221-0941 OR COMMERCIAL (703) 325-0941 OR E-MAIL Peter.Robles@hoffman.army.mil.

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MILPER MESSAGE NUMBER : 05-037
AHRC-EPR
CRITICAL SKILLS RETENTION BONUS (CSRB) PROGRAM
(CORRECTED COPY)
Issued: [02/04/2005]

A. MILPER MSG 05-005, ISSUED 30 DEC 04, CRITICAL SKILLS RETENTION BONUS (CSRB) PROGRAM

B. AR 601-280

C. AR 635-200

1. THIS MILPER MESSAGE EXPIRES NLT 31 JANUARY 2007.

2. THIS MSG WILL BE BROUGHT TO THE IMMEDIATE ATTENTION OF ALL COMMANDERS, REENLISTMENT OFFICES, AND FINANCE AND ACCOUNTING OFFICES. THIS MESSAGE ANNOUNCES ADDITIONS TO THE CRITICAL SKILLS RETENTION BONUS (CSRB) PROGRAM AS WELL AS ELIGIBILITY AND PROCESSING PROCEDURES. THE EFFECTIVE DATE FOR CHANGES TO THE CSRB PROGRAM IS 31 JANUARY 2005.

3. ADDITIONAL GUIDANCE FOR DFAS AND USAREC: TO AVOID FUTURE CLAIMS OR ERRONEOUS UNFULFILLED COMMITMENTS, REQ CDR ENSURE FAOS, RECRUITERS AND MEPS PERSONNEL ARE KNOWLEDGEABLE OF THE CONTENTS OF THIS MESSAGE.

4. SPECIAL INSTRUCTIONS: THIS MSG WILL BE BROUGHT TO THE IMMEDIATE ATTENTION OF ALL COMMANDERS, REENLISTMENT OFFICES, TRANSITION POINTS, RETIREMENTS OFFICES AND FINANCE AND ACCOUNTING OFFICES. MILPER MESSAGE NUMBER 05-005 IS STILL IN EFFECT. THIS MESSAGE ANNOUNCES THE IMPLEMENTATION, ELIGIBILITY AND PROCESSING PROCEDURES FOR THE CRITICAL SKILLS RETENTION BONUS (CSRB) PROGRAM EFFECTIVE 31 JANUARY 2005.

5. THE CSRB IS TARGETED TO RETIREMENT ELIGIBLE CAREER SOLDIERS WHO ARE FULLY ELIGIBLE FOR REENLISTMENT IAW AR 601-280. SOLDIERS IN THE RANK OF SFC MAY REQUEST CSRB ENTITLEMENT UP TO 25 YEARS ACTIVE FEDERAL SERVICE, REGARDLESS OF RETENTION CONTROL POINT (RCP). APPROVAL OF CSRB TERM IS AUTHORITY TO RETAIN THESE SOLDIERS BEYOND RCP FOR RANK.

SOLDIERS MUST OBLIGATE THEMSELVES FOR A MINIMUM OF AN ADDITIONAL 2 YEARS OF SERVICE. SOLDIERS CANNOT EXCEED 25 YEARS OF SERVICE.

A. SOLDIERS IN THE RANK OF **SFC** IN THE FOLLOWING MOS WHO MEET THE ELIGIBILITY CRITERIA AS ADDRESSED ARE ELIGIBLE TO APPLY FOR CSRB:

21D (DIVER)
21P (PRIME POWER PRODUCTION SPECIALIST)
25S (SATELLITE COMMUNICATION SYSTEM OPERATOR)
37F (PSYCHOLOGICAL OPERATIONS SPECIALIST)
88M (MOTOR TRANSPORT OPERATOR)
89D (EXPLOSIVE ORDNANCE DISPOSAL SPECIALIST)
96D (IMAGERY ANALYST)
96U (UNMANNED AERIAL VEHICLE OPERATOR)
97E (HUMAN INTELLIGENCE COLLECTOR)
98G (VOICE INTERCEPTOR) ARABIC DIALECT ONLY

B. SOLDIERS IN THE RANK OF **MSG** IN THE FOLLOWING MOS WHO MEET THE ELIGIBILITY CRITERIA AS ADDRESSED ARE ELIGIBLE TO APPLY FOR CSRB:

89D (EXPLOSIVE ORDNANCE DISPOSAL SPECIALIST)

6. EFFECTIVE 31 JANUARY 2005, BASED ON TABLE BELOW, QUALIFIED SOLDIERS WILL BE PAID A LUMP SUM AMOUNT ACCORDING TO THE NUMBER OF FULL YEARS (12 MONTHS) OF OBLIGATED SERVICE ELECTED.

SFC/E7				
Years of service agreement	5	4	3	2
Total CSRB amount	\$50,000	\$40,000	\$30,000	\$20,000
MSG/E8 (89D)				
Years of service agreement	5	4	3	2
Total CSRB amount	\$40,000	\$32,000	\$24,000	\$16,000

7. EACH REQUEST MUST BE SUBMITTED ON A CSRB REQUEST MEMORANDUM THROUGH THE CHAIN OF COMMAND (LTC) (ENDORSEMENT ON A SEPARATE MEMORANDUM) TO: HRC, ATTN: AHRC-EPR, 2461 EISENHOWER AVENUE, ALEXANDRIA, VA 22331 OR FAX TO DSN: 221-9543 OR COMMERCIAL: 703-325-9543. THE CSRB REQUEST MEMORANDUM, ENDORSEMENT FROM CHAIN OF COMMAND AND THE APPROVAL FROM HRC (AHRC-EPR) ARE THE DOCUMENTS OBLIGATING THE SOLDIER TO THE TERMS OF THE AGREEMENT AND WILL BE USED BY DFAS AS THE AUTHORITY TO DISPERSE PAYMENT OF THE BONUS.

8. REQUESTS FOR CSRB MAY BE SUBMITTED NO EARLIER THAN 19 YEARS, 6 MONTHS OF SERVICE.

9. SOLDIERS SERVING IN APPLICABLE MOS AND UNDER A CSRB MAY NOT BE APPROVED FOR SEPARATION OR RETIREMENT WITHOUT HRC (AHRC-EPR-F) APPROVAL.

10. SOLDIERS WITH QUESTIONS PERTAINING TO BONUSES AND ELIGIBILITY REQUIREMENTS ADDRESSED IN THIS MESSAGE SHOULD CONTACT THEIR SERVICING CAREER COUNSELORS. SERVICING CAREER COUNSELORS WITH QUESTIONS REGARDING THIS MESSAGE SHOULD CONTACT YOUR APPROPRIATE MACOM RETENTION OFFICE FOR CLARIFICATION. HRC POC IS MRS. CARROLL, DSN 221-5400.

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MILPER MESSAGE NUMBER : 05-038

TAPC-MSP-O

PROMOTION NUMBERS FOR MAR 05

Issued: [02/04/2005]

1. THIS MESSAGE WILL EXPIRE NLT MAR 07.

2. THIS MESSAGE ANNOUNCES THE PROMOTION NUMBERS FOR MAR 05. MILITARY PERSONNEL DIVISIONS (MPD)/PERSONNEL SERVICES BATTALIONS (PSB) SHOULD REVIEW CURRENT PROMOTION LISTS AND SEQUENCE NUMBERS TO DETERMINE INDIVIDUALS ELIGIBLE FOR PROMOTION IN MAR 05. IF AN MPD/PSB RECEIVES A PROMOTION ORDER FOR AN OFFICER WHO IS NOT ELIGIBLE FOR PROMOTION (E.G. FLAGGED OR SEPARATED), THEY SHOULD CALL THE OFFICER PROMOTIONS SECTION POC. LIKEWISE, IF THE MPD/PSB DOES NOT RECEIVE AN ORDER FOR AN OFFICER WHO APPEARS TO BE ELIGIBLE FOR PROMOTION, THEY SHOULD CALL THE OFFICER PROMOTIONS SECTION POINT OF CONTACT (POC).

3. TITLE 10, UNITED STATES CODE, SECTION 12205, REQUIRES OFFICERS TO HAVE A BACCALAUREATE DEGREE FOR PROMOTION TO CAPTAIN. EFFECTIVE 1 JUN 99, OTRA PROMOTABLE FIRST LIEUTENANTS ARE REQUIRED TO HAVE A BACCALAUREATE DEGREE TO BE PROMOTED TO CAPTAIN. HQDA U.S. ARMY HUMAN

RESOURCES COMMAND (HRC) WILL NOT PUBLISH DEPARTMENT OF THE ARMY SPECIAL ORDERS FOR PROMOTION TO CAPTAIN FOR ANY OFFICERS WHO DO NOT MEET THE ABOVE REQUIREMENT. THE FY02 NDAA RE-ENACTED THE WAIVER PROGRAM FOR GRADUATES OF OFFICER CANDIDATE SCHOOL. OFFICER WAIVERS SHALL BE GRANTED ON A CASE BY CASE

BASIS, CONSIDERING THE INDIVIDUAL CIRCUMSTANCES OF THE OFFICER INVOLVED, AND MAY CONTINUE IN EFFECT FOR NO MORE THAN TWO YEARS AFTER THE WAIVER IS GRANTED. WAIVER MEMORANDUMS CAN BE OBTAINED ONLINE AT HRC.ARMY.MIL/SELECT/CIVEDREQUIREMENTS.HTM OR CONTACT THE BRANCH ASSIGNMENT OFFICER FOR DETAILS. OFFICERS WHO HAVE NOT EARNED A BACCALAUREATE DEGREE AT THE END OF THE TWO YEAR WAIVER PERIOD ARE SUBJECT TO BE RELEASED FROM ACTIVE DUTY.

4. OFFICER PROMOTION ORDERS ARE NOW AVAILABLE ON LINE. PLEASE REFERENCE THE INFORMATION PAPER "RELEASING MONTHLY OFFICER DEPARTMENT OF THE ARMY SPECIAL ORDERS (DASO) ELECTRONICALLY" ON THE PROMOTION SELECTIONS WEB PAGE ON HRC ON LINE ([HTTPS://WWW.HRC.ARMY.MIL](https://www.hrc.army.mil)).

5. THE NUMBER PROMOTED, SEQUENCE NUMBER PROMOTED THRU, AND LIST PROMOTED FROM FOR MAR 05 ARE REFLECTED BELOW:

NOTES: 1/ EXHAUSTS CURRENT LIST, 2/ BEGINS NEW LIST, 3/ PENDING SENATE CONFIRMATION, 4/ PENDING RELEASE OF LIST.

A. TO COL

ARMY:

OP:	19 (THRU SEQ NO 288)	27 LEFT ON 03 LIST
IO:	1 (THRU SEQ NO 20)	6 LEFT ON 03 LIST
IS:	3 (THRU SEQ NO 39)	7 LEFT ON 03 LIST
OS:	3 (THRU SEQ NO 51)	5 LEFT ON 03 LIST
3/JA:	0 (THRU SEQ NO 0)	21 LEFT ON 04 LIST
CH:	2 (THRU SEQ NO 10)	7 LEFT ON 04 LIST
MC:	0 (THRU SEQ NO 30)	59 LEFT ON 03 LIST
DE:	0 (THRU SEQ NO 17)	7 LEFT ON 03 LIST
3/MS:	0 (THRU SEQ NO 0)	32 LEFT ON 04 LIST
3/SP:	0 (THRU SEQ NO 0)	5 LEFT ON 04 LIST
3/VC:	0 (THRU SEQ NO 0)	4 LEFT ON 04 LIST
AN:	2 (THRU SEQ NO 4)	13 LEFT ON 03 LIST

B. TO LTC

ARMY:

OP:	41 (THRU SEQ NO 595)	283 LEFT ON 04 LIST
IO:	4 (THRU SEQ NO 59)	32 LEFT ON 04 LIST
IS:	5 (THRU SEQ NO 74)	45 LEFT ON 04 LIST
OS:	7 (THRU SEQ NO 103)	73 LEFT ON 04 LIST
4/JA:	0 (THRU SEQ NO 0)	44 LEFT ON 04 LIST
2/CH:	3 (THRU SEQ NO 6)	29 LEFT ON 04 LIST
MC:	1 (THRU SEQ NO 26)	106 LEFT ON 04 LIST
DE:	1 (THRU SEQ NO 5)	9 LEFT ON 04 LIST
MS:	20 (THRU SEQ NO 95)	7 LEFT ON 04 LIST
4/SP:	0 (THRU SEQ NO 0)	ON 05 LIST
4/VC:	0 (THRU SEQ NO 0)	ON 05 LIST
AN:	3 (THRU SEQ NO 48)	27 LEFT ON 04 LIST

C. TO MAJ

ARMY:	89 (THRU SEQ NO 1413)	415 ON 04 LIST
4/JA:	0 (THRU SEQ NO 0)	ON 05 LIST
3/CH:	0 (THRU SEQ NO 0)	48 LEFT ON 03 LIST

MC: 1 (THRU SEQ NO 42) 244 LEFT ON 04 LIST
DE: 0 (THRU SEQ NO 4) 23 LEFT ON 04 LIST
4/MS: 0 (THRU SEQ NO 0) ON 05 LIST
4/SP: 0 (THRU SEQ NO 0) ON 05 LIST
4/VC: 0 (THRU SEQ NO 0) ON 05 LIST
4/AN: 0 (THRU SEQ NO 0) ON 05 LIST

D. TO CPT
2/ARMY: 298 (THRU SEQ NO 316) 4078 LEFT ON 04 LIST
JA: THE FY05 (OCT) LIST WAS APPROVED ON 27 JAN 05 AND PROMOTION
ORDERS WILL BE POSTED IN THE TOPMIS II WEBSITE UNDER MISCELLANEOUS
ORDERS ON OR ABOUT
15 FEB 05.
CH: THE FY05 (OCT) LIST WAS APPROVED ON 27 JAN 05 AND PROMOTION
ORDERS WILL BE POSTED IN THE TOPMIS II WEBSITE UNDER MISCELLANEOUS
ORDERS ON OR ABOUT
15 FEB 05.
MC: NOT APPLICABLE
DE: NOT APPLICABLE
4/MS: 0 (THRU SEQ NO 0) ON 05 LIST
SP: 0 (THRU SEQ NO 94) 34 LEFT ON 04 LIST
VC: NOT APPLICABLE
4/AN: 0 (THRU SEQ NO 0) ON 05 LIST

E. CW5 (AVA) 5 (THRU SEQ NO 33) 26 LEFT ON 04 LIST
CW5 (TECH) 3 (THRU SEQ NO 31) 17 LEFT ON 04 LIST

F. CW4 (AVA) 21 (THRU SEQ NO 140) 126 LEFT ON 04 LIST
CW4 (TECH) 19 (THRU SEQ NO 104) 110 LEFT ON 04 LIST

G. CW3 (AVA) 10 (THRU SEQ NO 72) 72 LEFT ON 04 LIST
CW3 (TECH) 51 (THRU SEQ NO 307) 294 LEFT ON 04 LIST

7. DASO (ORDERS) WILL BE POSTED TO THE TOPMIS II WEB SITE
([HTTPS://WWW.TOPMIS.HOFFMAN.ARMY.MIL](https://www.topmis.hoffman.army.mil)) ON OR ABOUT 15 FEB 05.

8. HRC POC IS MRS. NORA VOLZ, TAPC-MSP-O, DSN 221-3936 OR COMMERCIAL
(703) 325-3936. E-MAIL IS NORA.VOLZ@HOFFMAN.ARMY.MIL.

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